

CORPORATE RESPONSIBILITY REPORT

July 2020



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* This report provides an update to our Corporate Responsibility Report published in October 2019 to reflect data collected through the end of 2019 and to add qualitative information related to certain Alkermes activities in the first half of 2020.

A Message from Our CEO

Alkermes is contributing to the creation of a healthcare system in which cutting-edge science, innovative medical practice and patient-focused advocacy come together to address some of society's greatest health issues. Serious mental illness. Addiction. Cancer. These are among the most important public health challenges of our time. They impact not only patients, their families and loved ones, but entire communities as well. In our vision for the future, every person suffering from these conditions is informed of and has access to the full range of treatments that can meet their individual needs. Through our science, medicines and advocacy, we work every day to make this vision a reality.

Since introducing our first FDA-approved medicine more than a decade ago, we have learned that realizing the transformational power of medicine requires more than good science. In addition to our medicines, we need to champion an approach to care that views patients holistically and with compassion. Our work focuses on the multitude of factors — not only medical, but also systemic and social — that impact health outcomes. We must work together to elevate current standards of care and reset expectations of what constitutes successful treatment.

This is an essential component of our view of corporate social responsibility.

Alkermes. Dare for Progress

Being a positive force for change begins when we dare to demand more. With our distinctive efforts in serious mental illness and addiction, conditions that are often stigmatized and marginalized in our society, we have built our organization with purpose. We have built specialized capabilities to navigate fragmented treatment systems to help address some of the complex challenges patients with these diseases face. We augment our commercial capabilities with advocacy and action to drive new paradigms of care. We do not do this by ourselves. We collaborate and engage with stakeholders across and beyond the healthcare industry to elevate patient perspectives and to galvanize support for systemic solutions that could have a meaningful real-world impact.

We are making a difference. In 2019, approximately 150,000 people were treated with our proprietary medicines. We expect that number to continue to grow.

Our Responsibility

We are inspired by the courage and determination of individuals living with complex, chronic conditions like addiction and schizophrenia. Alkermes has been addressing the public health challenges posed by these conditions for many years. They have far-reaching impacts on our communities, strain our criminal justice system and render hundreds of thousands homeless. Many of these challenges are exacerbated by the current COVID-19 pandemic. People living with schizophrenia and addiction have an ongoing need for their medicines, now more than ever, yet many are facing difficulties in accessing their caregivers and the healthcare system. We see it as our responsibility to do what we can to ensure that the treatment system continues to function for these patients.

Our responsibilities extend beyond this. Our many other stakeholders include our employees, our communities, and the shareholders that have entrusted us with their investment. We are dedicated to being responsible stewards of that trust.

Within our own organization, we are committed to creating a culture that is collaborative and supportive and that enables people of different races, genders, and backgrounds to thrive and succeed. We do not accept racial intolerance or any other forms of discrimination. We have always aspired for Alkermes to be a company where all voices are respected and valued. These principles are foundational to our core values.

We are also accountable to the communities in which we live and work. We are dedicated to operating in a sustainable and socially responsible manner, as we actively seek to minimize our environmental footprint and make positive contributions to our local communities.

SECTION 1

INTRODUCTION

In this report, we invite you to learn more about who we are and how we integrate corporate citizenship across all aspects of our business. The idea that a corporation can play a profoundly positive role in society is central to our vision. Corporate social responsibility is intrinsic to our work and our focus on some of the most vexing and pressing public health issues of our time. Within this broader context, we are committed to further enhancing our responsibility and sustainability strategy and increasing the sophistication with which we monitor and report on these efforts. We look forward to sharing our progress with you.

Thank you for your continued support.

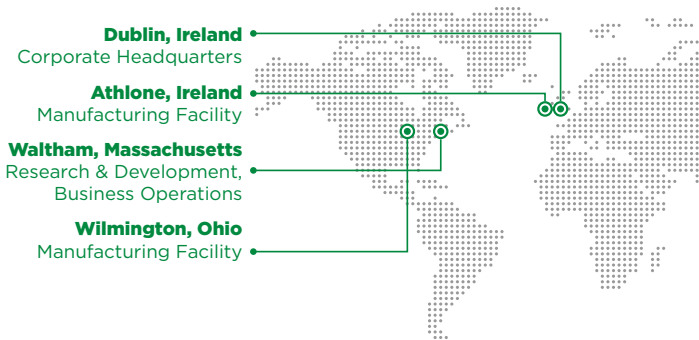
Richard F. Pops
Chief Executive Officer



SECTION 2

ABOUT OUR COMPANY

Alkermes plc (also referred to in this report as “we,” “our” or the “Company”) is a fully integrated, global biopharmaceutical company developing innovative medicines in the fields of neuroscience and oncology. The Company has a portfolio of proprietary commercial products focused on addiction and schizophrenia, and a pipeline of product candidates in development for schizophrenia, bipolar I disorder, neurodegenerative disorders and cancer. Headquartered in Dublin, Ireland, we have a research and development (R&D) center in Waltham, Massachusetts; a research and manufacturing facility in Athlone, Ireland; and a manufacturing facility in Wilmington, Ohio.



We are inspired to help address some of the most pressing public health issues of our time and advance innovation that has the potential to improve treatment options and outcomes. In 2019, approximately 150,000 patients were treated with proprietary Alkermes medicines and hundreds of thousands more were treated with medicines developed using proprietary Alkermes technologies. Alkermes’ current R&D efforts build on our heritage of innovative drug formulation, medicinal chemistry and deep scientific expertise. These capabilities and insights from our historical experience enable us to pursue new medicines for chronic disorders where there remains significant unmet patient need. This purpose-driven science has also led us into new therapeutic areas, such as immuno-oncology.

Beyond our important mission of developing medicines, we believe it is our responsibility to take a holistic approach to supporting patients, caregivers, and broader impacted communities. In this context we also work to support and enhance the systems in which these medicines are used through patient engagement, disease education and awareness, and advocacy for important policies that support equitable access to quality treatment.

Our Purpose

Great Science
Deep Compassion
Real Impact

Collaboration at our core
Sharing success
All is possible

Respect each voice
Value every person
Driven by trust

Unwavering commitment
Do the right thing
Beyond passionate

Our Values

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

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

OUR APPROACH TO CORPORATE RESPONSIBILITY

Stakeholder Engagement

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

As an example, our engagement with patients and their caregivers has enhanced our understanding of the complexity of the treatment and payment ecosystems in our disease areas, which frequently intersect with programs funded by state and federal governments, public health policies, and the criminal justice system. From these interactions, we've learned that patients continually fall in and out of care, treatment, and insurance coverage. Understanding these vulnerabilities informs and reinforces our focus on improving access to treatment and enhancing awareness and education related to the particular needs of these populations, including the importance of continuity of care through transitions between various treatment settings. We believe this broad engagement allows us to not only better understand patients, but also to participate in the development of solutions to address broader public health issues.

We also thoughtfully engage with our employees, our most important asset. Our employees' perspectives on our business and our collective responsibilities to society are integral to the success and sustainability of

our organization. In 2019, we undertook a number of new initiatives with the aim of increasing employee engagement across the Company: we created a Diversity, Inclusion & Belonging Steering Committee to foster a greater understanding and appreciation of the diversity of the company's employees and to support and strengthen an environment of inclusion and belonging in the workplace; we introduced a new company-wide intranet platform to centralize resources for employees, and strengthen connections between employees and senior leadership; and we launched a new mobile communications application for our commercial team to improve information sharing, capture collective knowledge and encourage dialogue.

We are also committed to engagement with our shareholders and other community stakeholders to better understand their insights on our business, including our commitments to corporate social responsibility and governance matters. In 2019, we significantly expanded our shareholder engagement activities, reaching out to shareholders who collectively held more than 75% of our shares and conducting meetings with shareholders who collectively held more than 60% of our shares to discuss and collect their feedback on business and governance matters, including corporate social responsibility. Following careful consideration of the feedback received, and taking into account the evolving needs of our business, our management and board of directors took several actions to further strengthen our business, our corporate governance practices and our executive compensation programs, as outlined in greater detail in our 2019 proxy statement, which is available on the SEC Filings page of the Investors section of our website.

“Our success as a global biopharmaceutical company is predicated on our ability to ask the right questions and to energetically seek answers. How can a new medicine be best designed? How can patient outcomes be improved? How can we structure our company to best serve patients, employees, and communities? Our culture of inquiry and collaborative problem-solving strengthens our business and underpins how we approach corporate responsibility. We are dedicated to continuous improvement in both our solutions for patients and our performance as a responsible corporate citizen.”

Richard F. Pops, *Alkermes Chairman and CEO*

OUR APPROACH TO CORPORATE RESPONSIBILITY

Operating and Growing Responsibly

Corporate citizenship has always been a key element of our corporate purpose and identity. We strive to manage our business in a manner that promotes transparent governance, strong ethics and environmental stewardship; maintains extensive patient, employee and other stakeholder engagement; and helps us grow our business strategically, sustainably and responsibly, including with respect to our environmental, social and governance (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 social responsibility in our annual corporate objectives for both 2019 and 2020.



Environment: We think broadly about our commitment to responsible environmental stewardship. We have implemented enterprise-wide Environmental, Health, Safety and Security (EHSS) risk management strategies designed to reduce or mitigate risk, drive continuous improvement, protect employee health and safety, and enhance the sustainability of our operations. We seek to minimize environmental impacts through the responsible production of our products and maintain an unwavering commitment to product quality and safety.



Social: We approach our societal impacts from the inside-out. We start by fostering a creative and collaborative environment where employees have the tools, resources and support necessary to thrive personally and professionally. This collaborative environment, combined with our patient-centered philosophy, drives us to look beyond medicine to address the complex challenges that the patients and families we serve face every day, as evidenced by our patient engagement and advocacy activities, support of employee volunteerism in our local communities and our corporate grant programs.



Governance: We govern our organization through strong ethics, comprehensive oversight of our operations, compliance with applicable law, 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, and encourage each person at our organization plays a role in helping us grow strategically, compliantly, and sustainably.

SECTION 3

OUR APPROACH TO CORPORATE RESPONSIBILITY

BUSINESS IN THE COMMUNITY IRELAND

In December 2019, our Athlone, Ireland manufacturing facility became a member of Business in the Community Ireland (BITC), a not-for-profit organization. [BITC](#) is the official Irish Global Partner of the World Business Council for Sustainable Development and represents Ireland at [CSR Europe](#), Europe's largest corporate responsibility network. As part of this initiative, Alkermes is working toward achieving the prestigious "Business Working Responsibly Mark" - the only independently audited standard for corporate social responsibility and sustainability in Ireland.¹ Alkermes looks forward to strengthening our commitment to sustainability through this partnership and to applying learnings from this organization to our company-wide corporate responsibility efforts.



Alkermes/ BITC partnership event January 2020

¹ The Business Working Responsibility Mark is audited by the National Standards Authority of Ireland and is based on ISO26000.

OUR RESPONSE TO COVID-19

Our Response to COVID-19

In response to the COVID-19 pandemic, our two main priorities have been to protect the health of our employees and to help ensure that healthcare providers and patients have uninterrupted access to our medicines. Alkermes has adapted our business practices in innovative ways so that we can continue to operate safely and meet our public health responsibilities, which have become even more pronounced. People living with serious mental illness and addiction, conditions that are often stigmatized and marginalized in our society, have an ongoing need for their treatments, yet many are facing challenges in accessing their caregivers and the healthcare system. We are an active participant, along with many other stakeholders, in efforts to ensure that the treatment system continues to function for these patients, their families and communities. As the only manufacturer of several important medicines that patients rely on, including sterile injectables and complex solid oral dose forms, we are working to navigate the rapidly evolving environment and engage in ongoing risk mitigation efforts.

Supporting Employees

Following the emergence of the COVID-19 pandemic, we implemented a comprehensive crisis response strategy, creating a formal Core Crisis Management Team to rapidly identify and mitigate risks to both employee well-being and business continuity. We also implemented an employee engagement strategy designed to keep employees safe, informed and motivated. To protect the well-being of our employees and maintain business continuity, we adopted work from home policies for those who could do their jobs remotely, restricted business travel, restricted access to our facilities to essential personnel and services, and, for our field-based personnel, transitioned to virtual engagement with healthcare providers. Our Core Crisis Management team also oversaw additional risk mitigation activities, such as: acquisition of additional protective equipment; implementation of new health and safety protocols, including screening tools and close contact tracing; communication of company safety requirements and provision of training;



During the early stages of the COVID-19 pandemic, Alkermes established a global Core Crisis Management Team and local sub-teams, each comprised of executive committee members and senior leaders from key functions across the company, that worked to address the various risks and challenges that the pandemic presented, and continues to present, to our business, employees and stakeholders.

“I’m very proud of the many accomplishments of the Crisis Management Team and sub-team members, who jumped in quickly to help with a high level of cooperation and engagement. The thoroughness and quality of their efforts helped us quickly focus on addressing risks to our business and also protecting the health and safety of our employees across sites and functions.”

Declan O’Connor,
SVP of Operations
and Coronavirus Core Crisis
Management Team Lead

OUR RESPONSE TO COVID-19

re-configuration of workspaces and establishment of security and operations protocols to ensure physical distancing while on-site; and enhancement of facility cleaning, sanitization and hygiene controls.

In addition, we established virtual touchpoints through global employee town halls, employee “pulse” surveys, and other communication channels to keep employees informed and engaged, including the addition of a central COVID-19 hub on our intranet, where employees can access frequent updates on the pandemic and on Alkermes’ response, and alerts that are pushed out on our mobile app to provide timely, strategic and relevant information to our remote commercial teams. We made changes to expand access to our in-home childcare benefit to support our employees as they work remotely while balancing shifting responsibilities across all aspects of their lives. We also underscored the importance of wellness during this crisis and highlighted wellness and mental health resources that may be helpful to our employees during this time.

Supporting Patients

In these challenging and uncertain times, it is as important as ever that we support people living with opioid dependence, alcohol dependence and schizophrenia to help assure that they have access to the information, resources and medicines that may help them. In order to support patient access to our proprietary medicines, we quickly mobilized to expand our injection site network to include additional appropriate retail pharmacies and clinics where patients can receive injections of ARISTADA®, ARISTADA INITIO® and VIVITROL®. As part of this initiative, we added to our Provider Locator nearly 1,000 on-site retail pharmacies at certain Albertsons Companies locations throughout the U.S. Maintaining access to injectable medications when treatment centers and physician offices are closed during this pandemic is crucial for many patients.

Supporting Ongoing Research and Development

For our ongoing clinical trials, we interacted closely with our clinical trial sites to develop new approaches to support continuity of care for the patients participating in our studies and identified additional ways to streamline study visits and enhance data collection to

further reduce the burden on patients and the clinical research sites. Innovations born out of necessity during this time have the potential to improve efficiency of our clinical trial operations not only in the current environment but also in the future.

Supporting our Communities

Recognizing that the COVID-19 pandemic has introduced significant and critical challenges to the patient communities central to our mission, along with their families and caregivers, in May 2020, we launched the Alkermes COVID-19 Relief Fund, a special edition of our Alkermes Inspiration Grants® program, to provide up to a total of \$500,000 in grants to assist nonprofit organizations in their work to urgently address COVID-19-related needs for people living with addiction, serious mental illness or cancer.

Unlike other business challenges, the emergence of COVID-19 directly threatens the fundamental health and safety of our families, friends and colleagues in indiscriminating fashion. This amplifies the importance of taking care of each other and preserving our ability to meet our public health responsibilities. Our work as a company will blend into the broader mosaic of important work being done by the biopharmaceutical industry at large as we work together to address these critical public health challenges.

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 and impacts are structured to meet all relevant local and national regulatory agencies' requirements in the countries where we operate, including routine regulatory inspections for EHSS, product quality and product safety.

We strive to go beyond compliance and strive to create a culture of sustainability throughout the organization. We work collaboratively across stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate risk, and increase efficiencies.

2019 Performance Highlights

In 2019, we continued to focus on reducing the impact of our operations on the environment and protecting the health and safety of our employees. Highlights included:



Energy Use

Combined energy use per employee decreased **7%** in 2019 compared to 2018 and **42%** compared to our baseline year of 2015.



Water Use

Water use decreased **6%** in 2019 compared to 2018, and **32%** compared to our baseline year of 2015.



Greenhouse Emissions

Combined greenhouse emissions (CO₂e) per employee decreased nearly **4%** in 2019 compared to 2018, and **39%** compared to our baseline year of 2015.



Health and Safety Incident Rate

Lost workday case rate in 2019 was **0.09**, compared to the industry benchmark of 0.4¹
 Recordable incident rate in 2019 was **0.3**, compared to the industry benchmark of 1.5.

¹ https://www.bls.gov/iif/oshwc/osh/os/summ1_00_2018.htm; NAICS number 325412

For additional details on these health and safety metrics, please refer to the graphs on page 12. For additional details on our energy use, water use and greenhouse gas emissions, please refer to the graphs on page 14.

Global Environmental Health, Safety and Security



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

- Preserve and protect the viability of the business and the health and safety of our employees;
- Support safe, rapid, and sustainable innovation and growth; and
- Meet or exceed applicable environmental, health, and safety regulations and statutory obligations for the regions in which we operate.

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

Our EHSS strategy is integrated into all aspects of our business and spans the full scope of our enterprise, including our R&D, manufacturing, external operations, general and administrative functions, and our field sales teams. This strategy is supported by numerous

EHSS initiatives ranging from our high-level, systemic compliance and risk management frameworks to programs more 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 ISO14001:2015 (environmental management) and ISO45001:2018 (occupational health and safety management). Designed to rapidly identify existing and emerging risks and assign appropriate resources to ensure effective mitigation at each of our operating facilities, our RMS 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 response preparedness; and
- Drive continuous improvement across all of our operating areas.

OUR RISK PREVENTION MODEL

We continue to deploy our novel "Preventive EHSS Risk Model" to identify opportunities for ongoing improvement across the enterprise; realign corporate EHSS objectives and priorities; drive local strategies, goals and objectives at the facility level; ensure that adequate resources are allocated to ensure timely and effective risk mitigation; and identify "leading" rather than "lagging" indicators of risk to potentially avert those risks before they impact the enterprise.

Collaborative and Risk-focused Engagement (CaRE™)



CaRE™ is our proprietary risk mitigation program designed to encourage employees to preemptively identify and address EHSS risks and enhance sustainability.

The CaRE program engages leaders and colleagues from various parts of our business to take an active role in building a preventive and sustainable EHSS risk-focused culture. Components of the program that help encourage high levels of employee engagement and contribute to our low incident rates include:

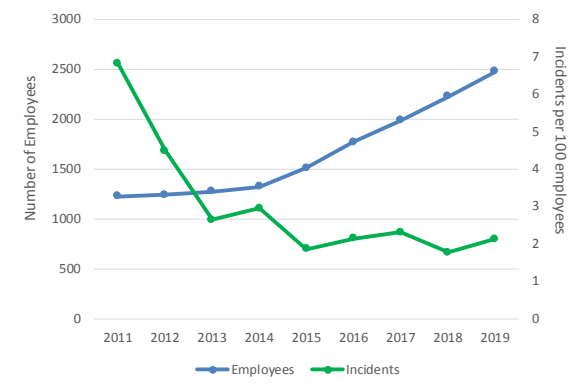
- Workplace “walkthroughs” by cross-functional leaders to improve risk awareness and encourage proactive action, fostering open and honest discussions with employees;
- Our “Good Save” system to help identify and resolve workplace hazards and risks;
- Sophisticated data collection and management to support risk mitigation and measurement efforts; and
- Employee recognition for those employees engaged in CaRE efforts, to amplify and encourage our collective goal of continuous improvement.

Employee Health and Safety

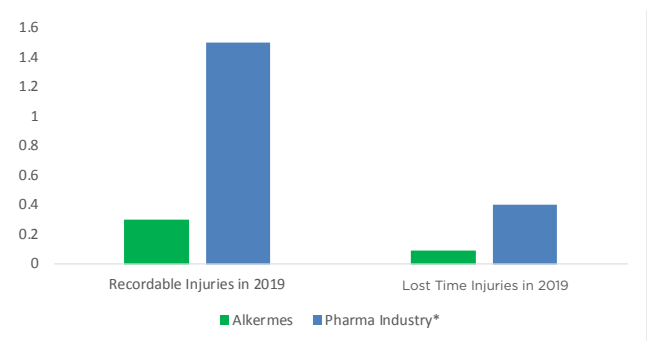
We make every effort to ensure that our workplaces are safe and protective of the health and well-being of our people. The success of these efforts is a shared responsibility and is enhanced by the personal commitment and awareness of our employees. Our culture of collaboration, trust, and respect, together with our focus on policies that promote safety and emergency preparedness, help us build and maintain a safe and secure workplace environment. We adhere to all health and safety standards set by regulators in the locations in which we operate and routinely train employees and monitor our sites to reduce the risk of workplace accidents.

Despite the overall growth of our employee population since 2011, our incident rate of reportable employee injuries has declined overall, and in 2019 our rates of both workplace accidents resulting in recordable injuries and injuries that resulted in lost work time remained below industry averages, as shown below.

ALKERMES EMPLOYEE INCIDENT RATE



PHARMA INDUSTRY BENCHMARK – INJURY RATES



*2018 BLS Data

Product Stewardship

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

- Generation of occupational and environmental toxicology data, which is iterated and augmented as each product progresses through its lifecycle;
- Development and application of appropriate occupational health, safety, and environmental risk controls for each product based on scale, potency, task, and other processing considerations;
- Protocols and risk assessments to support safe and responsible technology transfers within Alkermes or to external contract manufacturing organizations (CMOs), or contract research organizations (CROs) or other third parties;
- Development of “green chemistry” processes to eliminate or reduce the use or generation of hazardous substances in the design and manufacture of our products; and
- Implementation of a global program for process hazard management, with embedded controls as early as discovery and through full commercial-scale manufacturing.

External Operations Risk Management

We have integrated certain EHSS risk management procedures and the formal RMS framework into our vendor management and governance processes, and we collaborate directly with strategic partners to foster effective two-way risk management-focused communications. To ensure that our vendors operate to Alkermes’ standards, EHSS risk considerations are embedded into our due diligence assessments, on-boarding procedures, technology transfers and routine business reviews. We also incorporate enhanced EHSS provisions, as appropriate into our standard service-level agreements related to our products.

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

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



Environmental Protection and Sustainability

We intend to continue to grow our business and operations in a manner that is both protective of the environment and sustainable in the long-term. We strive to create a culture of sustainability throughout our organization and work collaboratively across internal stakeholder groups and business units to identify ways to reduce our environmental impact, mitigate risks and create sustainable business opportunities.

In 2019, cross-functional teams across our business made the following environmental sustainability improvements:

- Energy and resource conservation:
 - We replaced fluorescent lights in our Wilmington facility with a goal of reducing electrical consumption by more than 50% in equivalent usage;
 - Through our “Big Switch Off” initiative led by the sustainability ambassadors at our Athlone facility during its 2019 winter shutdown period, we reduced the site’s gas consumption by 41% and electricity consumption by 40% compared to the 2018 winter shutdown period, resulting in energy cost savings of approximately \$60,000; and
 - We installed multiple charging stations for electric vehicles at our Athlone Facility.
- Increased recycling opportunities (see “Waste Optimization” section on page 15).
- Integration of sustainable design principles into new construction and existing infrastructure projects (see case study on page 16).

MUNICIPAL WATER SUPPLY (ATHLONE):



Reduction in Municipal Water Usage from 2015 to 2019

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

Control of Wastewater Emissions

Alkermes maintains strict controls over its wastewater emissions, adhering to the parameters of our applicable licenses and permits. We also continually evaluate opportunities to improve our wastewater control systems. In 2019, we significantly advanced our wastewater emissions management system by gaining a deeper understanding of the environmental toxicology of the products we manufacture and adapting our wastewater controls accordingly in order to protect the environment in the most sustainable way possible.

Water Conservation

We recognize that water is a scarce and invaluable resource that we must endeavor to conserve and use efficiently and sustainably. We have implemented programs across our organization to assess, reduce and optimize our water consumption. In our Athlone facility, a structured evaluation of water consumption between 2017 and 2018 identified several leaks in the municipal water supply line. Following repairs and improvements to the pipeline, municipal water consumption from this supply was reduced by more than 96% (see chart to the left), from an average of 8,458 m³ per month to an average of 300 m³ per month – saving the equivalent water usage of 418 average homes per month. In 2019, the Athlone site continued this trend and is now largely self-sufficient in water consumption with substantially all water sourced and treated from onsite wells.

SECTION 5 ENVIRONMENT

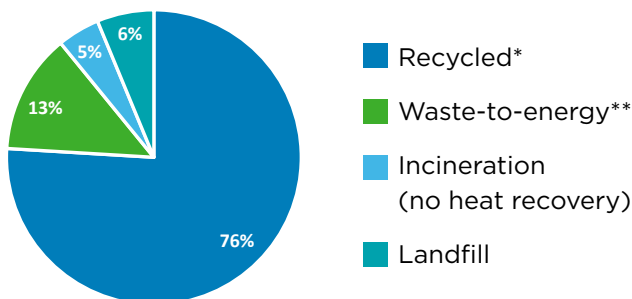
Case Study: Optimizing Waste Recycling in our Wilmington Facility

In 2019, a cross-functional team evaluated opportunities to increase recycling in our Wilmington, Ohio manufacturing facility. The team identified additional opportunities to recycle a variety of materials, including glass vials and chemical bottles, plastic from manufacturing areas, and scrap metal. These additional recycling activities resulted in an increase of nearly 13 metric tons to the facility’s aggregate recyclable material as compared to 2018.

The following chart illustrates how our waste streams were disposed of in 2019 (figures are for total enterprise waste, combining both non-hazardous and hazardous waste stream data). Highlights of our waste profile improvements in 2019 as compared to 2018 include:

- the proportion of waste recycled increased from 70% to 76%; and
- the proportion of waste sent to landfill decreased from 8% to 6%.

ALKERMES WASTE PROFILE 2019 (TOTAL WASTE)



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

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

Waste Optimization

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

For non-hazardous waste, our goal is to eliminate landfilling wherever feasible, and we actively implement recycling, composting and/or other re-use opportunities. We also employ other forms of responsible disposal, such as treatment in third-party “waste-to-energy” facilities.

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

In 2019, we initiated a project to streamline waste management at our U.S. facilities, including replacing our multiple existing waste management contracts with one integrated waste management contract, in hopes of better positioning the Company to identify and implement new opportunities for responsible waste disposal and further reduction of waste materials. We expect this project to yield initial results starting later in 2020.

Sustainability Through Design

Reducing our carbon footprint and ensuring that Alkermes' buildings and processes operate sustainably are major factors in the planning and decision-making processes for all new construction at our facilities. In addition, for our existing infrastructure, our monitoring and targeting systems enable us to identify opportunities for further energy reduction or other sustainability improvements.

Examples of our sustainability design efforts include:

- Installation of energy-saving fixtures such as low emissivity windows, LED lighting with motion sensors, and reflective roofing;

- Upgrade of HVAC systems to be more efficient and require lower energy consumption;
- Installation of variable speed drives and high-efficiency motors;
- Institution of water conservation measures such as process cleaning optimization and low-flow restroom fixtures; and
- Installation of sensors at fume hoods to reduce exhaust flow during unoccupied times.

From these initiatives, we have realized significant reductions in energy demand and carbon emissions, as illustrated in the charts on page 17, including a reduction in energy use per employee of 42% in the past five years.

CASE STUDY: Sustainability in Design

In early 2018, we entered into a lease for lab and office space to be built as part of our Waltham, Massachusetts campus. The facility was designed with a focus on efficiency and occupant well-being.

Efficiency

The building is designed to consume nearly 30% less energy than baseline government standards. Design elements incorporated to achieve this efficiency include:

- Energy-efficient air handling units, chillers, and hood and exhaust turn-downs
- Condensing hot water modular boilers
- A Konvekta energy recovery system that provides variable flow energy recovery between the supply and exhaust air-streams, with coils manufactured specifically for efficiency and turn-down
- High-efficiency LED lighting

Occupant Well-Being

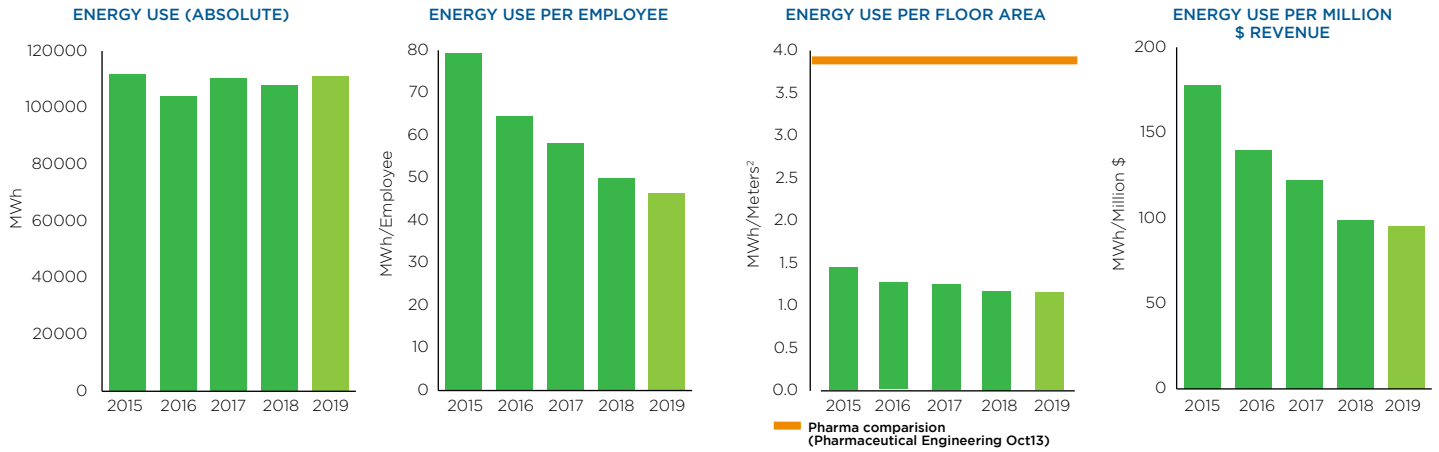
- Building design that promotes activity, including fitness center, outdoor activity spaces such as walking paths, and active workstations.
- Interior workstation environments that have daylight exposure and enhanced air quality
- Dedicated spaces for new mothers, health and wellness



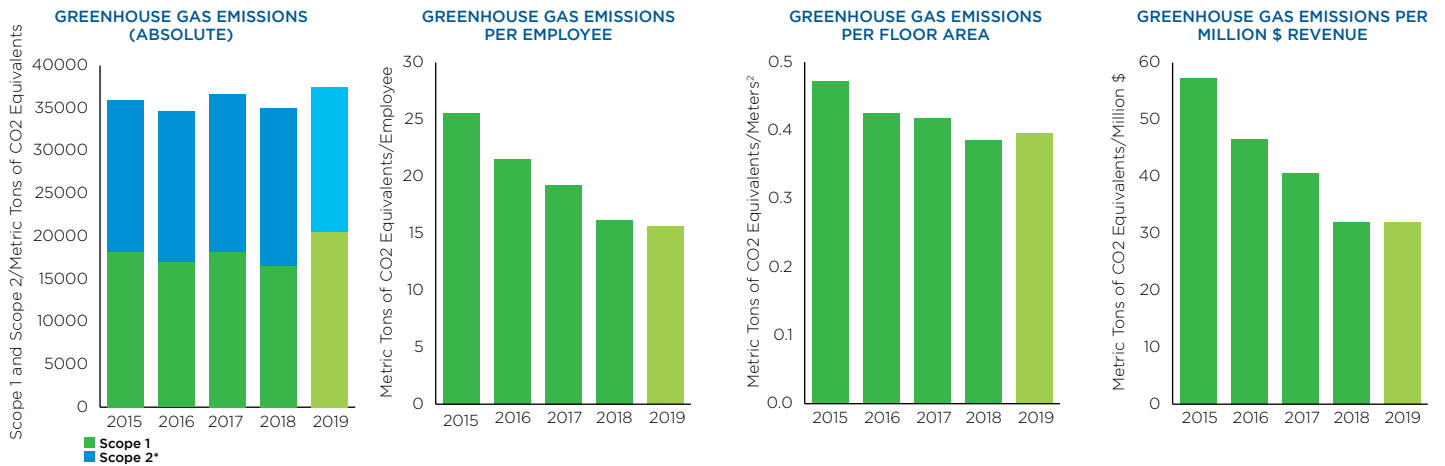
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2019 Energy, Carbon and Water Performance Data

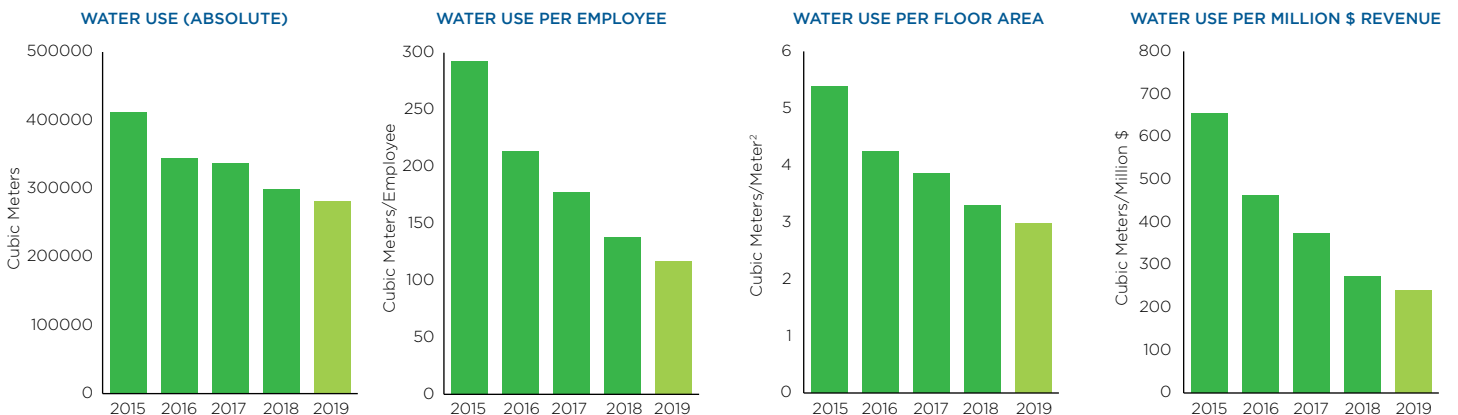
Energy Use



Greenhouse Gas Emissions*



Water Use



*Alkermes scope 2 emission rates were updated to include the historic purchase of renewable energy certificates.

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 and Safety

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, “good practice” (i.e., GCP, GMP, GLP, as defined below) quality guidelines and regulations, and regulatory requirements. The QMS is a combination of multiple well-integrated components, covering the entire lifecycle of the products 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 support the quality and safety of our products across their lifecycle — from preclinical studies to commercial use — and we regularly audit and assess our contracted

external manufacturing partners to monitor their compliance with Alkermes standards of quality and with applicable laws and regulations. In addition, the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA) and other global regulatory agencies routinely inspect our facilities in Athlone, Ireland, Waltham, Massachusetts and Wilmington, Ohio to confirm compliance with applicable regulatory regimes.

The Alkermes Quality Manual lays out the various principles of quality that are required to be upheld by all 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. Depending on the complexity of an employee’s role and the required training for such role, classroom and/or supervised on-the-job training is also provided as needed. We maintain and continually assess, modify and improve the QMS through management’s oversight of the system and through our established quality procedures, including internal audits, external audits, risk assessments, quality performance metrics, corrective actions, and preventive actions.

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) to safeguard patients and minimize risk in the marketplace for our products.

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 procedure covers all

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products — including trade products, sample products, and clinical supplies of product candidates — manufactured and distributed by or on behalf of Alkermes. This SOP includes requirements for the notification of and consultation with applicable regulatory authorities, the conduct of a health hazard assessment, and communications to customers, partners, healthcare providers and patients as directed by regulators or our internal policies or procedures.

Responsibility in Manufacturing and 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 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 components. All contract manufacturers and suppliers must undergo a pre-approval inspection by Alkermes quality personnel to assess their compliance with applicable standards and regulations prior to initiating work for Alkermes. Quality agreements are put in place with third parties to set forth Alkermes quality requirements and procedures and to govern monitoring of and compliance with Alkermes standards and the standards of all applicable laws and regulations. Strategic supply chain partners are also subject to 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 performance and come into compliance prior to working with such vendor or consider alternative vendors.

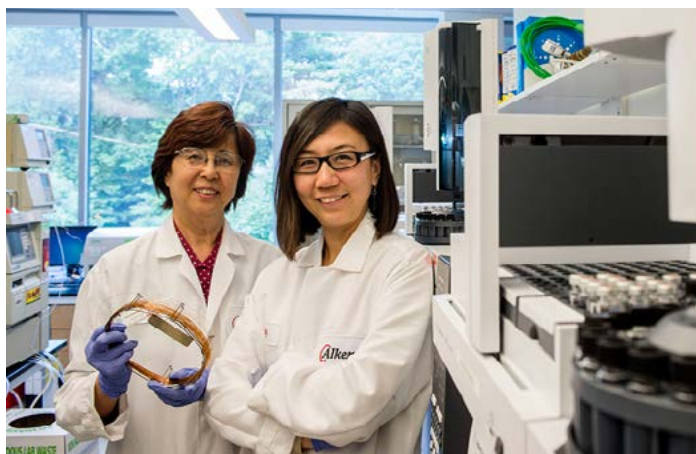


Social Impact

We recognize that all of our stakeholders are connected in a single environment and affect one another. This is particularly true of employees, healthcare providers, patients, caregivers, and the communities in which we live and work.

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. Supporting our employees' well-being in a transparent, inclusive, and collaborative culture and providing them with the tools and resources to flourish personally and professionally helps ensure that we can meaningfully engage with patients and our communities.

Beyond our employees, we are committed to giving back to the communities where our employees live and work through volunteering opportunities, grant programs, and engagement with caregivers, patients and their loved ones. We also support advocacy efforts to raise awareness of patient needs and to increase access to medicines and other forms of treatment in support of patient health and well-being.



OUR TEAM TAKES SERIOUS MENTAL ILLNESS AND ADDICTION PERSONALLY

“Everyday when I get up and go to work whether it’s on the road or in the home office, the motivation behind what I do is nothing short of having an impact on anybody struggling with addiction. My dad is always on my mind as part of that passion and push for my daily work and job, and not in a negative way. One of the things I learned from the journey my dad was on is that it takes a village for someone to really find their path back to recovery and everybody that’s helping is also helped through the process. When someone asks me years from now, ‘What did I do for work?’ I will tell them I spent my days doing my part each and every day to help people struggling with opiate and alcohol addiction.”

- *Regional Director at Alkermes*

“As a child, I lost my brother to cancer. My mother, a retired chemistry teacher, demonstrated amazing strength during my brother’s battle with cancer and instilled within me a sense of scientific curiosity that motivates me to research new cancer treatments.”

- *Oncology Director at Alkermes*

“My uncle has schizophrenia. He was a genius, valedictorian at Boston Latin, he was published at a young age in scientific journals, but he became a vagrant and ended up wandering around the US. It’s a lot of lost time. His struggle, and my family’s struggle, motivates me to do the best I can, to affect the products we bring to the market. We can positively impact someone else’s life, a family who is going through something similar. I can’t change the past, but certainly we can provide medication and get it into the hands of the people who need it.”

- *Quality team member at Alkermes*

Equal Opportunity and Respect; Diversity and Inclusion

At Alkermes, we work hard to foster a culture of respect, inclusion and equality supported by our Code of Business Conduct and Ethics and the policies and programs championed by our human resources (HR) organization. We are an equal opportunity employer — we seek to attract, hire, and retain employees, and administer all HR policies, without regard to race, color, religion, sex, sexual orientation, gender expression or identity, national origin, ancestry, age, mental or physical disability, genetic information, any veteran status, any military status or application for military service, membership in the Traveller community, or membership in any other category protected under applicable law.

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

We recognize that Diversity, Inclusion and Belonging must be at the heart of all that we do and are key drivers of our success as an organization. Our approach to Diversity, Inclusion and Belonging emphasizes engagement with colleagues, and policies and programs that reflect the diversity of our workforce and our belief in inclusiveness. In 2019, we established a cross-functional Diversity, Inclusion & Belonging Steering Committee to foster a greater understanding and appreciation of the diversity of the company's employees and to support and strengthen an environment of inclusion and belonging in the workplace.

OUR COMMITMENT TO DIVERSITY, INCLUSION AND BELONGING

Diversity: *The presence of difference*

Inclusion: *Welcoming, valuing, and leveraging differences*

Belonging: *Feeling comfortable to be your authentic self*

In early 2020, the Diversity, Inclusion & Belonging Steering Committee established three initial employee resource groups: Pride@Work, an LGBTQ+ network; Mosaic, a multicultural network; and a women's network. These employee-led groups provide opportunities for professional development, networking and building deeper connections within Alkermes based on cross-functional employee involvement.

One of the first steps the Company is taking as it works to develop broader diversity programming is to offer employees training sessions focused on Unconscious Bias. Such bias is defined as an inclination, feeling, opinion or judgment about something or someone without awareness of it. The training sessions will be aimed at furthering open and honest discourse essential to employees' sense of belonging.

"I have always aspired for Alkermes to be known as a company where all voices are respected and valued. It is part of our core value statement - one that I believe we try to live up to. We do not accept racial intolerance or any other forms of discrimination. It is so obvious and important but it needs to be said again, right now, in this moment.

It is essential that we come together to support each other in these challenging times, and continue to work to provide a safe, inclusive environment that fosters equality and compassion."

Richard F. Pops, Alkermes Chairman and CEO

Our Employees

We have more than 2,000 employees across the U.S. and Ireland who are key to our ability to develop, manufacture, and advance treatment options for patients and who contribute to our culture of passion, dedication and excitement for the work that we do.. Our 2019 voluntary attrition rate of 11% was below the industry benchmark of 13%.¹

TOTAL EMPLOYEES YEAR-END 2019 - 2,274

Location		
Ireland	Athlone	332
	Dublin	38
U.S.	Massachusetts	799
	Ohio	551
	U.S. Field-based	564

Full time/part time	
Ireland	351 full time/9 part time
U.S.	1,910 full time/4 part time

Gender Diversity and Pay Ratio

As of year-end 2019, Alkermes' workforce was 47% female and 53% male and our ratio of female to male employees is aligned with industry peers across all levels.¹

EMPLOYEES

By Gender		By Level	
Male	1,213 • 220 Ireland • 993 U.S.	Entry level	46% female/ 54% male
		Mid-level	49% female/ 51% male
Female	1,061 • 140 Ireland • 921 U.S.	Senior level	32% female/ 68% male
		Executive level	24% female/ 76% male

As of year-end 2019, 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 for our female employees as compared to that of our male employees also compared favorably to industry averages. Minimizing gender pay disparities has been a priority for Alkermes, and we continually monitor our pay practices and make focused adjustments to maintain equitable pay across our employee population. Additionally, as a national employer, we continuously review and adapt our recruiting and employment offer processes to be compliant with state laws and to ensure that the offers we make to candidates are based on candidates' experience and skills in comparison to our current employees, and without regard to their compensation from previous employers.

Supporting Women in Leadership

Developing a diverse leadership team is an important element of our success and we are proud to support and invest in women in leadership roles. We have made substantial progress in this area in the last three years, with significant gains in the percentages of women in senior roles. From 2017 to 2019, the percentage of female employees on the executive management team of the Company grew from 14% to 24%.

We are committed to the advancement of our female employees and provide a variety of leadership development opportunities, including those offered through Women Unlimited, Inc. (WUI), an organization that runs programs for female leaders at various stages of their careers. In 2019, women across the organization participated in the following WUI programs:

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

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

Professional Development

We are committed to the growth and development of our employees from their first day on the job and throughout their tenure at the Company. Our comprehensive new hire on-boarding experience goes beyond specific job skills training to include training that connects our new employees to our business, culture, values, and people.

We encourage our employees to seek out professional learning opportunities both within Alkermes and externally. We offer formal onsite trainings that cover topics including performance management, problem-solving, leadership development, communication, and mentorship, as well as more specialized skills-based programs. We also conduct ongoing health and safety training in compliance with all federal, state, and local regulations. In 2019, we conducted approximately 500 training sessions across the Company's locations and with the U.S.-based field sales force.

Beyond periodic training, Alkermes also supports U.S.-based employees in furthering their educational goals through a tuition reimbursement program, 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 2019, approximately 60 employees took advantage of this benefit.

Culture of Employee Engagement

Alkermes strives to foster a strong culture of active employee engagement to ensure that employees feel part of our mission to make a difference in patients' lives and feel they have a voice in the Alkermes community.

Employee Survey

As part of our ongoing commitment to improving employees' day-to-day experiences, in 2018 we conducted our first global engagement survey in order to capture and better understand our employees' perspectives. Nearly 75% of our employees participated in that survey and we have used, and will continue to use, the data collected to inform our strategy for improvement of resources and support for our employees to ensure we retain and attract the industry's best talent. We anticipate conducting our next employee engagement survey later in 2020.

NEW INTERNAL COMMUNICATION TECHNOLOGY PLATFORMS TO STRENGTHEN CONNECTIONS BETWEEN EMPLOYEES



ARC: The Alkermes Resource Center

Since launching in March 2019:

- More than **90%** of employees logged on to the site in its first month and have remained actively engaged at that level or above in each month since.
- The site has garnered more than **120,000** unique page views per month from employees.
- More than **300** intranet posts, highlighting management messages, employee stories, and company and product updates.



Alks2GO: Commercial Communications Mobile App

Since launching in March 2019:

- On average, **91%** of sales representatives visit Alks2GO at least once per week, and **60%** visit daily.
- Nearly **52,000** peer likes were received on over 1,500 posts.

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Connectivity Through Technology

In 2019, as part of our ongoing efforts to enhance intercompany community and connectivity across the U.S. and Ireland, we introduced a new company-wide intranet platform, aptly named the Alkermes Resource Center, or ARC, to centralize resources for employees, improve productivity and efficiency, and strengthen connections between employees and senior leadership.

We also launched a new mobile communications application for our commercial team, Alks2GO, to improve information sharing, capture collective knowledge, and encourage two-way dialogue among those in our offices and in the field. This application has allowed our employees to come together to build community on a virtual platform.

Video Testimonial Project

To inspire employees and celebrate the impact that their work can have on the communities we serve, in 2019 we created *Voices of Alkermes*, a video series of first-person testimonials from colleagues highlighting some of the ways in which our medicines have positively affected their lives. In the series, employees also discussed how their personal connections to serious mental illness and addiction have inspired the passion that they bring to their roles each day.

Peer Appreciation and Recognition

We also believe strongly 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 their colleagues for outstanding performance through peer-to-peer recognition. In 2019, Alkermes employees' use of the RISE recognition platform increased more than 25% compared to 2018.

Employee Wellness

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

Additionally, our diverse mix of employees helps inform our benefits program. We carefully consider our employees and their families when we design our policies to ensure that they have options and flexibility, and we continue to offer a range of health and personal well-being benefits, including benefits designed to support healthy lifestyle choices, financial wellness and work-life balance.

SUPPORTING OUR EMPLOYEES

During the COVID-19 pandemic, recognizing the additional challenges imposed on some of our employees due to changes in availability of childcare, we added In-Home Back-Up Care to our Care.com benefit package and extended each employee's back-up childcare allotment to 20 days. We also waived the co-pay for any in-center or in-home back-up care days, and established reimbursement eligibility for certain caretakers outside of the Care.com network of providers.

Patient and Community Engagement

Every day, millions of people around the world face hardships associated with serious mental illness and addiction. We focus on developing medicines to treat these chronic diseases while also striving to help address the systemic barriers that negatively impact them through patient engagement advocacy.

Patient Engagement

We are inspired by the courage of individuals facing the unique challenges of living with central nervous system (CNS) diseases, and the perspectives of those affected by these conditions are paramount to our work. Developing medicines for some of the most stigmatized and misunderstood CNS diseases requires thoughtful and sustained engagement with patients, caregivers and patient advocacy groups.

Alkermes works closely with patient organizations to integrate voices from the community into our business. Regular engagement with policymakers and leaders in the patient advocacy community allows us to better understand their perspectives and goals, and learnings from these interactions help inform our own policy and advocacy activities.

Driven by our patient-centered ethos, we advocate for, among other things, improved access to treatments. 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 CNS diseases 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 such patients and their caregivers.

Access

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

We strive to price our medicines in a responsible manner that facilitates broad access. We also offer

programs, such as our Patient Assistance Program and our Co-Pay Savings Program, to provide support to eligible patients who are prescribed our medicines. In 2019, more than 20,000 patients participated in our Co-Pay Savings Program

EXPANDED ACCESS POLICY

Alkermes endeavors to make safe and effective medicines available to all appropriate patients by conducting rigorous clinical trials and obtaining marketing approval from regulatory authorities, including the FDA. Prior to regulatory approval, participation in one of our clinical trials is the best way for patients to gain access to our investigational medicines. However, we understand that some patients facing serious or life-threatening conditions may not be able to participate in a clinical trial and may seek access to investigational treatments before they are approved.

Alkermes has established a program under which patients may be eligible to receive access to our investigational treatments outside the context of a clinical trial. Any requests for such early access must be made by a physician and are subject to a number of eligibility considerations. Additional detail on this program can be found by visiting the Research and Development section of our 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 those communities and serve as a positive influence with our grant programs, sponsorship contributions and volunteer support.

Sponsorships

Alkermes is proud to be part of the broader healthcare community supporting those with mental illness and substance use disorder. We foster and maintain relationships with a variety of health-related and public policy organizations. In 2019 and 2020, we continued to work closely with non-profit organizations, such as the National Alliance on Mental Illness (NAMI) to help patients and their families and to bring awareness to programs and initiatives of organizations that work to improve the lives of persons affected by mental illness. We are proud of our National NAMIWalks Elite Sponsorship through which our employees can show support for people affected by mental health conditions.

Funding in Support of Research and Charitable Organizations

Innovative research and funding are urgently needed to support those who are living with serious mental illness and substance use disorders. In 2019, Alkermes awarded approximately \$1.4 million in grants and charitable donations. And in 2020, Alkermes has continued to invest in grants and charitable donations that support these communities.



Alkermes employees participated in NAMIWalks events across the country in 2019 and a virtual NAMIWalks event in 2020.

COVID-19 Relief Fund – Special Edition of ALKERMES INSPIRATION GRANTS® Program

In response to the COVID-19 pandemic, the Alkermes COVID-19 Relief Fund was established to support nonprofit organizations with programs that could be implemented within a short time frame and have the potential to lead to sustained impact beyond the immediate COVID-19 pandemic. More than 350 applications were submitted for this highly competitive program, and in June 2020, we announced 10 grant recipients, including the following nonprofit organizations and programs:



- **Sound Mind Live’s Artist Ambassadors Crisis Response Program** will feature well-known musical artists speaking out on mental health effects of COVID-19 and ways to address them, including a COVID-19 Mental Health Resource Toolkit and a series of online interviews, virtual panels and podcasts.
- **This Is My Brave** is building upon BraveTV, a Facebook Live series, to urgently address COVID-19 related needs for people living with addiction and serious mental illness to continually increase the number of individuals putting a name, face and story to mental illness through storytelling, and with a focus on highlighting and partnering with mental health organizations that are led by, and serve, members of the Black community.
- **Imerman Angels** provides COVID-19 related information and will increase online capacity, video programming and other digital vehicles to partner cancer fighters, survivors, and caregivers with someone just like them – a “Mentor Angel” – a cancer survivor, previvor, or caregiver who has faced the same type of cancer.

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ALKERMES PATHWAYS RESEARCH AWARDS® program

The Alkermes Pathways Research Awards program is designed to support the next generation of researchers working to advance our understanding and awareness of CNS disorders.

In its inaugural year (2018), the Alkermes Pathways Research Awards program provided an aggregate of \$400,000 in grants to junior investigators who had demonstrated a commitment to helping those living with substance use disorders. In 2019, the program expanded its focus area to support projects related to schizophrenia as well substance use disorders, and awarded approximately \$800,000 in grants. Information about the past grant recipients can be found on the Alkermes Pathways Research Awards® page of the Responsibility section of our website.



ALKERMES PATHWAYS RESEARCH AWARDS PROGRAM 2019 RECIPIENTS INCLUDED:

Victor Philippe Mathis, Ph.D., Icahn School of Medicine at Mount Sinai, for research defining the role of cortical inputs to the habenula in the control of midbrain dopamine neurons and addiction-related behaviors.

Jose M Rubio, M.D., Zucker School of Medicine at Hofstra/Northwell, for assessing biomarkers of relapse in schizophrenia during antipsychotic maintenance in a proof-of-concept study.



Alkermes employees volunteer at BINA Farm Center in 2019 as part of Alkermes in Action. BINA provides a comprehensive therapeutic and recreational environment utilizing Equine-Assisted Activities and Therapies, Vocational Training Programs and Creative and Complementary Therapies for children and adults with physical, developmental and emotional challenges.

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

United States

Ten years ago, a group of employees started *Alkermes in Action*, an annual day of volunteering to support our local communities with hands-on activities that align with our values and embody our compassion. Over the past decade, over 5,000 volunteers have worked with more than 50 local community organizations and Alkermes has established meaningful, long-term relationships with many of them. In 2019 alone, more than 450 employees from our Waltham location signed up to volunteer for one of 18 different projects on this community service day.

Other examples of our U.S. employees' community engagement activities include:

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- Following the Alkermes-supported 2014 renovation of the **Bristol Lodge Soup Kitchen** in Waltham, MA, Alkermes employees routinely volunteer to make and serve fresh meals at the kitchen.
- In 2019, employees from our Wilmington facility were significant supporters of the **Clinton County Children Services & Toys for Tots** in Ohio.

Ireland

Alkermes employees in Ireland proudly support local organizations that address a range of needs including mental health, cancer care, education, shelter and domestic abuse services, and homelessness, among others.

In 2019, Alkermes continued its support for **SCCUL Sanctuary** in Galway City, a group that offers therapeutic retreat days for people living with substance use disorder, mental illness, multiple sclerosis and other conditions. The Sanctuary offers a variety of different solutions, ranging from emotional, mental, physical and spiritual, to help encourage peace of mind and improve outcomes for people living with these diseases.

During the year, an aggregate of 2,000 hours of time were also volunteered by our Irish employees, in support of organizations such as:

- Alkermes participated in **STEAM Education Ltd.**, an education and outreach program designed to inspire children to love STEM (Science, Technology, Engineering, Maths) and Arts subjects. We 'adopted' a local school in a disadvantaged area called St. Peter's Primary National School and provided four volunteers to co-teach a series of science and engineering modules to fourth and fifth grade classes over a 10-week program (1 hour per week in school time)
- Alkermes participated in the **Skills @ Work Programme**, which is a government-supported initiative that aims to prepare senior cycle students for the world of work while also improving school retention rates for at-risk students by making the link between education and future employment opportunities. The programme teaches important practical skills and provides first-hand insights into real world work environments through local school/business partnerships.



Alkermes employees host STEAM Education Ltd. In 2019. Following 10 weeks of science and engineering modules, the children and their teachers came to the Alkermes site for a tour of the facility. The Alkermes volunteers used the opportunity to share their work experiences and explain how Alkermes makes important medicines to treat patients with serious diseases.

- Alkermes employees volunteered at the **Esker House Women's Refuge and Domestic Abuse Support Service**, an emergency shelter for women and children experiencing domestic abuse. Volunteer activities included beautifying the garden and painting bedrooms for the women and children who take shelter there.

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 every market 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 pre-clinical research and continuing through clinical trials, manufacturing and commercialization. This focus on compliance builds trust with healthcare professionals, institutional purchasers, relevant government agencies, and the public at large.

We believe compliance is a responsibility shared by all employees across all levels of the Company. We expect each individual to take ownership 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 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 and the Pharmaceutical Research and Manufacturers of America (PhRMA) Code on Interactions with Healthcare Professionals.
- The Chief Compliance Officer oversees the compliance program and reports directly to the Chief Executive Officer (CEO). The Corporate Compliance Committee helps oversee the Company's compliance program and assists with identifying any compliance issues that need to be brought to the attention of the Board of Directors of the Company (the Board).
- Alkermes conducts extensive training and education programs for all employees that begins with new hire training and includes 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, understand 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 directors, officers and employees of the Company, including the ethical handling of actual or apparent conflicts of interest;
- Full, fair and understandable reports on the Company's activities in reports filed with the U.S. Securities and Exchange Commission (SEC) and in the Company's other public communications; and
- Prompt internal reporting of any violation to the Company's Chief Legal Officer or 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, it 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. A current copy of the Reporting Procedures for Auditing and Accounting Internal Control Matters and Illegal or Unethical Behaviors (the Whistleblower Policy) is available on the Corporate Governance page of the Investors section of our website.

Responsible Research, Manufacturing and Marketing of our Products

As a patient-focused organization, we value the patients who choose to participate in our clinical trials and maintain policies, procedures, and practices that are respectful of each study participant and designed to protect their health, safety, and well-being. We ensure that our clinical programs are in compliance with the laws and regulations of the jurisdictions where we conduct human 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.

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

We market our products with honesty, fairness and integrity. Compliance with applicable laws, rules and guidelines governs our communications and interactions with patients, healthcare professionals, institutional purchasers, and the government.

Corporate Governance

Board of Directors

Our Board of Directors is currently comprised of ten members, split into three separate classes of directors. Each class of directors is elected to serve a staggered three-year term. Our directors are divided among the three classes as follows:

Board Leadership

CLASS I DIRECTORS

Term Expires at 2021 Annual
General Meeting of Shareholders

Nancy L. Snyderman, M.D.

Frank Anders "Andy" Wilson

Nancy J. Wysenski

CLASS II DIRECTORS

Term Expires at 2022 Annual
General Meeting of Shareholders

David W. Anstice AO

Robert A. Breyer

Wendy L. Dixon, Ph.D.

CLASS III DIRECTORS

Term Expires at 2023 Annual
General Meeting of Shareholders

Shane M. Cooke

Richard Gaynor, M.D.

Paul J. Mitchell

Richard F. Pops*

** Chairman of the Board*

In July 2020, we announced that our Board will recommend that our shareholders approve, at our 2021 Annual General Meeting of Shareholders, an amendment to our Articles of Association to declassify the Board. Once our Board is declassified, the directors will be combined into a single class elected annually.

Richard Pops, our CEO, serves as Chairman of the Board. The Board also elects an independent director to serve as the Lead Independent Director. David Anstice AO was elected to serve as Lead Independent Director in May 2019. Prior to Mr. Anstice's election, Paul Mitchell had served as Lead Independent Director since August 2012. For additional details about the role and responsibilities of our Lead Independent Director, 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 believe in the importance and great value of diversity on the Board and are committed to maintaining a Board that reflects the diversity of experience, skills and characteristics (including, without limitation, leadership expertise, corporate governance experience, professional background, culture, age, viewpoints, tenure and gender) necessary for the optimal functioning of the Board over both the short and long term.

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 and gender, 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 into policy our existing practice of requiring that diverse candidates, including women and minority candidates, be included in any pool from which nominees for a director opening are selected. Since 2011, women have comprised no less than 25% — and since 2017, no less than 30% — of the Board.

Commitment to Maintaining a Robust Board

The Nominating and Corporate Governance Committee of the Board regularly reviews and assesses the skills, expertise, and effectiveness of each Board member, and of the Board and the Board's committees as a whole, to ensure alignment with the Company's expanding and evolving strategic priorities. In 2019,

the Board appointed two new independent directors, Richard Gaynor, M.D. and Andy Wilson, industry veterans with deep and broad experience, whose respective expertise in oncology and strategic value creation are important assets to the Company as it focuses on execution and prepares for its next phase of growth. As part of our Board refreshment efforts, we also announced the retirement of long-serving director, Floyd Bloom, M.D. in 2019.

In July 2020, we announced that, building from the success of our 2019 Board refreshment efforts, our Board has engaged a leading recruitment firm to identify independent director candidates whose experience and expertise can provide valuable insights and strategic leadership at this stage in our evolution and that, as part of this effort, we expect certain of our longer-serving directors to retire from our Board.

In addition, the Board adopted revised guidelines related to director "overboarding" to further limit the number of external public company boards on which our directors may serve, as detailed in our 2019 proxy statement, which is available on the SEC Filings page of the Investors section of our website.

Board Committees

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

- The **Audit and Risk Committee's** responsibilities include, among others, appointing and overseeing the work of our independent auditor and accounting firm, reviewing our financial reporting and accounting controls, and overseeing our enterprise risk management program.
- The **Compensation Committee's** responsibilities include, among others, discharging our incentive compensation and equity plans, reviewing and recommending appropriate compensation for our executives and directors, and evaluating risks related to our compensation programs, policies, and practices.
- The **Nominating and Corporate Governance Committee's** responsibilities include, among others, identifying individuals qualified to become members of the Board, facilitating the annual evaluation of the Board and its committees, and reviewing our

governance practices, policies, and programs, including director and management succession planning, recruiting, and other areas that may impact our risk profile from a governance perspective.

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

Board's Role in Risk Oversight

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

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

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

Public Policy Participation

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

Our public policy advocacy reflects our commitment to improving the lives of patients, enhancing public health, and advancing medical innovation. We do this

by advocating for, among other things, patient access to, and awareness of, all medicines approved by the FDA for alcohol dependence, opioid dependence and schizophrenia, 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. We actively participate in public policy discussions to share our perspective and experience as an innovative biopharmaceutical company committed to advancing therapies for patients with unmet medical needs.

At the federal and state levels, we engage with governments, trade associations, patient groups, and other organizations to find policy solutions to the complex issues that challenge our healthcare system and the patients, caregivers, families, and communities that we serve. We believe it is our responsibility to help legislators and regulators understand our viewpoints on important healthcare issues. Our public policy engagement is guided by the following principles:

- Commitment to our Code of Conduct, and
- Support of policies that benefit patients who may use our medicines, including ensuring and improving access to medicines, and fostering innovation in health care.

Additional information on our public policy participation, our corporate political contributions and a list of trade associations to which Alkermes belongs, 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. To ensure effective Information Security, Alkermes continuously invests in people, process and technology.

The Alkermes Information Security Governance Framework is designed to provide oversight of our Information Security Management System (ISMS) which is based on the structured principles of the international standard ISO/IEC27001:2013. The Alkermes 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 which includes definitions and handling rules for the different information classifications. We regularly review the framework and update as appropriate to ensure the program's effectiveness.

We have a well-established global data privacy compliance program that is consistent with the requirements of the European Union's General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act of 1996, as amended (HIPAA), as well as other applicable state and national laws and regulations, such as the CCPA (California Consumer Privacy Act). We also have a global governance, risk and compliance program consisting of Information Technology (IT), Audit, IT Risk and third-party risk management.

Oversight of the ISMS framework rests with the Audit and Risk Committee of the Board and is managed by teams comprised of Information Security, Governance, Risk and Compliance, IT, Security Incident Response Team (SIRT), Senior staff and members of our executive team, including our CEO. The Audit and Risk Committee of the Board also receives periodic updates on cybersecurity matters and has security-related content included in the annual training materials provided to committee members.

Our Security Awareness program consists of regular trainings and communications through various mediums including hands-on activities, instructor-led and computer-based training, simulations and program feedback. All new Alkermes employees certify their agreement to comply with the Company's information security policies and attend training during their new hire onboarding process.

THE FUTURE OF CORPORATE RESPONSIBILITY AT ALKERMES

The Future of Corporate Responsibility at Alkermes

Throughout this report we have shared the progress made in 2019 related to Alkermes' ESG impacts and some early insights into our 2020 ESG activities. In an effort to continue to advance our corporate responsibility strategy, we plan to undertake a variety of initiatives in the coming years that we believe will make us a stronger and better company. This forward-looking strategy includes our plans to do the following over time:

- Create a sustainability framework containing definitions, metrics, standards, and tracking mechanisms to measure the environmental impact of new projects;
- Establish baseline data and concrete sustainability goals to hold ourselves accountable for continuous and sustainable growth;
- Align our goals and progress with international sustainability frameworks like the Global Reporting Initiative and the United Nations Sustainable Development Goals;
- Develop a more thorough and strategic corporate responsibility strategy encompassing ESG policies, goals, and actions; and
- Complete a materiality assessment to identify and understand where our most significant sustainability impacts lie within our operations.

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

About This Report

This report, published in July 2020, covers data and activities undertaken from January 1, 2019 through December 31, 2019, and in certain instances, activities undertaken and events that have transpired to date in 2020. All data exhibits denote the time period covered. Copies of our prior Corporate Responsibility reports are available on the Corporate Responsibility page of the Responsibility section our website.

We welcome your feedback on the contents of this report as well as any of our social impact initiatives. You can reach a team member at Alkermes by contacting socialimpact@alkermes.com.

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 products and product candidates; Company plans for long-term sustainable growth; the continued success, development and enhancement of the Company’s ESG policies and initiatives; the impact of the Company’s patient outreach programs; and the Company’s plans for continued and future employee, stakeholder and community engagement programs.

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, 2019, the Alkermes plc Quarterly Report on Form 10-Q for the quarter ended June 30, 2020 and in subsequent filings made by the Company with the U.S. Securities and Exchange Commission (SEC), which are available on the SEC’s website at www.sec.gov. The information contained in this report is provided by the Company as of the date hereof, and, except as required by law, the Company disclaims any intention or responsibility for updating or revising any forward-looking information contained in this report.

Note Regarding Trademarks

ARISTADA® is a registered trademark of Alkermes Pharma Ireland Limited. VIVITROL® is a registered trademark, and ALKERMES INSPIRATION GRANTS® and ALKERMES PATHWAYS RESEARCH AWARDS® are registered service marks, of Alkermes, Inc.



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