
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

FORM 8-K

**CURRENT REPORT
PURSUANT TO SECTION 13 OR 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934**

Date of Report (Date of earliest event reported): February 24, 2026

ALKERMES PUBLIC LIMITED COMPANY

(Exact name of registrant as specified in its charter)

Ireland
(State or other jurisdiction
of incorporation)

001-35299
(Commission
File Number)

98-1007018
(IRS Employer
Identification No.)

**Connaught House, 1 Burlington Road
Dublin 4, Ireland D04 C5Y6**
(Address of principal executive offices)

Registrant's telephone number, including area code: + 353-1-772-8000

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Ordinary shares, \$0.01 par value	ALKS	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On February 24, 2026, Richard F. Pops, Chairman and Chief Executive Officer of Alkermes plc (the “Company”), notified the Company’s board of directors (the “Board”) of his decision to retire from his position of Chief Executive Officer, effective July 31, 2026, following a distinguished 35 years of service in this role.

To support the Company during this transition, Mr. Pops will serve as a Senior Advisor to the Company through December 31, 2026 (the “Senior Advisor Service Term”) and will remain on the Board, serving as non-executive Chairman.

The Board thanks Mr. Pops for his visionary leadership, his dedicated service and invaluable contributions to the Company’s growth and success, and his continued commitment to the Company through his transition and beyond.

On February 24, 2026, the Board appointed Blair C. Jackson, the Company’s current Executive Vice President, Chief Operating Officer, to serve as the Company’s Chief Executive Officer, effective August 1, 2026, following Mr. Pops’ retirement. Mr. Jackson, age 53, has served as the Company’s Executive Vice President, Chief Operating Officer since January 2021, leading the Company’s global operations, quality, information technology, business development and corporate planning functions. He also served as interim principal financial officer of the Company from February 2024 to September 2025. Prior to assuming his current position, Mr. Jackson served in various strategic, scientific and corporate roles of increasing responsibility within the Company, including most recently as Senior Vice President, Corporate Planning of Alkermes, Inc., a subsidiary of the Company, from July 2018 to January 2021. Mr. Jackson earned a Bachelor of Arts in Biochemistry from the University of Calgary, a Bachelor of Arts in Chemical Engineering and a Master of Business Administration from the University of Alberta, and a Master of Science in Chemical Engineering practice from the Massachusetts Institute of Technology.

Mr. Jackson has not entered into any material plan, contract, arrangement or amendment in connection with this appointment. There are no family relationships between Mr. Jackson and any director or executive officer of the Company or person nominated or chosen by the Company to become a director or executive officer of the Company, and Mr. Jackson does not have a direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K. There are also no arrangements or understandings between Mr. Jackson and any other person pursuant to which Mr. Jackson was selected as an officer of the Company.

In connection with Mr. Pops’ retirement, on February 24, 2026, Mr. Pops entered into a letter agreement with the Company (the “Letter Agreement”) to memorialize the terms of his continued service as a Senior Advisor to the Company and non-executive Chairman of the Board. Pursuant to the Letter Agreement, Mr. Pops will be eligible to receive (i) a monthly cash retainer of \$75,000 while serving as a Senior Advisor, (ii) a fiscal year 2026 annual cash bonus, expected to be paid in the first quarter of 2027, at the target level, pro-rated to reflect his service as Chief Executive Officer during fiscal year 2026, (iii) in lieu of a 2026 annual equity award, a time-based restricted stock unit award for fiscal year 2026, with a grant value of \$2,687,500.00, which is consistent with Mr. Pops’ fiscal year 2025 annual equity incentive award, pro-rated to twelve-forty eighths (12/48) of such grant value to reflect Mr. Pops’ service during fiscal year 2026 through the Senior Advisor Service Term and scheduled to vest on December 31, 2026, and (iv) for his service as non-executive Chairman, an annual retainer of \$40,000, pro-rated to reflect his term of service as non-executive Chairman. While serving on the Board, Mr. Pops’ outstanding equity awards will continue to vest in accordance with their terms based on his continued service relationship with the Company, and Mr. Pops will participate in the Company’s non-employee director cash compensation program. Upon the expiration of Mr. Pops’ service on the Board, (i) his outstanding time-based stock options that were scheduled to vest during the 21-month period following his service on the Board (the “Post-Service Vesting Period”) will vest, (ii) his performance-based stock options will remain outstanding during the Post-Service Vesting Period and will vest, if at all, based on actual performance (but will expire no later than the expiration date set forth in such stock options) and (iii) his 2025 performance-based restricted stock unit awards that were scheduled to vest during the Post-Service Vesting Period will remain outstanding and will vest, if at all, based on actual performance during the applicable performance period. In addition, upon the expiration of Mr. Pops’ service on the Board, the post-termination exercise periods of Mr. Pops’ outstanding stock options will be extended to the earlier of (i) the end of the Post-Service Vesting Period and (ii) the original expiration date of the applicable stock option. In the event of a change in control or sale event with respect to the Company following Mr. Pops’ service on the Board and prior to the end of

the Post-Service Vesting Period, his outstanding equity awards will become fully vested immediately prior to the closing of such transaction, with any performance-based vesting conditions determined in accordance with the terms of the applicable awards. Mr. Pops will also be reimbursed up to \$60,000 in legal fees incurred in connection with the leadership transition.

Item 7.01 Regulation FD Disclosure.

On February 25, 2026, the Company issued a press release announcing Mr. Pops' retirement as Chief Executive Officer of the Company and Mr. Jackson's appointment as the incoming Chief Executive Officer of the Company, following Mr. Pops' retirement. A copy of the press release is furnished herewith as Exhibit 99.1 and incorporated by reference into this Item 7.01.

The information in this Item 7.01, and in Exhibit 99.1 furnished herewith, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

EXHIBIT INDEX

Exhibit No.	Description
99.1	Press release issued by Alkermes plc dated February 25, 2026.
104	Cover page interactive data file (embedded within the Inline XBRL document).

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

ALKERMES PLC

Date: February 25, 2026

By: /s/ David J. Gaffin
David J. Gaffin
Secretary

Alkermes Contacts:

For Investors: Sandy Coombs +1 781 609 6377
For Media: Katie Joyce +1 781 249 8927

Alkermes plc Announces CEO Succession Plan

- Richard Pops to Retire from Role of Chief Executive Officer Following Distinguished 35-year Career with Alkermes —
- Board of Directors Appointed Blair Jackson, Alkermes' Current Executive Vice President, Chief Operating Officer, as CEO Effective as of August 1, 2026 —
- Richard Pops to Continue to Serve as Chairman of the Alkermes Board of Directors—

DUBLIN – (Business Wire) – Feb. 25, 2026 -- Alkermes plc (Nasdaq: ALKS) (Alkermes) today announced that Richard Pops will retire from his role as Chief Executive Officer (CEO), effective July 31, 2026. Alkermes' Board of Directors (the Board) appointed Blair Jackson, Alkermes' current Executive Vice President, Chief Operating Officer, as the company's next CEO, effective Aug. 1, 2026. Mr. Jackson is also expected to join the Board at that time. Following the transition, Mr. Pops will continue to serve as Chairman of the Board and will act as an advisor to the company's executive team.

Mr. Pops' three decades of visionary leadership have shaped the company into a resilient, innovation-driven leader in neuroscience drug development. He joined Alkermes in 1991 as Chief Executive Officer, four years after the company was founded. Under his leadership, Alkermes has evolved from a nascent organization with 20 employees focused on technologies to deliver medicines through the blood-brain barrier into a leading commercial-stage biopharmaceutical drug development company recognized for its patient-centered mission, scientific ambition, and commitment to addressing some of the most complex challenges in neuroscience. Today, Alkermes has more than 2,000 employees and has generated annual revenues of approximately \$1.5 billion, primarily driven by medicines developed and commercialized by Alkermes. In addition, the company is advancing multiple development candidates focused on orexin agonism, one of the most exciting new therapeutic categories in neuroscience, including alixorexton, which has been granted Breakthrough Therapy designation by the U.S. Food and Drug Administration (FDA) for treatment of narcolepsy type 1. Most recently, the company completed the acquisition of Avadel Pharmaceuticals plc (Avadel), adding an FDA-approved product in the sleep medicine market to Alkermes' commercial portfolio and providing Alkermes with a commercial organization experienced in narcolepsy, enhancing the company's ability to unlock the full potential of its late-stage development pipeline focused on central disorders of hypersomnolence.

“It has been a great honor to serve as CEO of Alkermes alongside so many dedicated colleagues over the years. From the beginning, the evolution of this company has been guided by science and driven by purpose—a commitment to follow the data, act with integrity, make a meaningful difference for patients, and create value for our shareholders. Together, we have built a company with a strong financial foundation, commercial medicines that have reached hundreds of thousands of patients with serious mental illness or addiction, and a compelling opportunity ahead in sleep medicine,” said Mr. Pops. “As I prepare to transition the CEO role to Blair later this year, I do so with immense pride in the company we’ve built and conviction in the company’s growth opportunity ahead. Blair has been a trusted partner to me for many years, and I have great confidence in his leadership as the company builds on its success in the neuroscience space. I look forward to continuing to support him and the organization in my continuing role as Chairman as we enter this next chapter.”

“Throughout Richard’s tenure, his leadership has been defined by strategic clarity, bold decision-making, an unwavering belief in the company’s potential and a profound commitment to some of the country’s most under-served patient populations. His vision shaped not only Alkermes’ strategy and portfolio, but also its culture of integrity, curiosity, and collaboration. The Board is grateful for Richard’s decades of leadership and his continued commitment to the company. We have full confidence in the strength of the organization Richard has built and its potential to continue on its growth trajectory under Blair’s leadership,” said Andy Wilson, Lead Independent Director of the Alkermes Board. “In preparation for this transition, the Board engaged in a thorough and rigorous succession planning process. With his broad skillset and deep knowledge of the business, we are confident that Blair is the right leader to guide Alkermes into its next chapter of growth and impact.”

Mr. Jackson has over 25 years of diverse scientific, operational and business strategy experience in the biopharmaceutical industry. As a key member of Alkermes’ senior executive team, Mr. Jackson has helped guide Alkermes through its recent transformation, contributing to the divestment of the company’s oncology business, the sale of its Athlone manufacturing facility and the acquisition of Avadel.

“I am honored to carry forward Alkermes’ legacy of working to address unmet needs of patients living with complex conditions in the neuroscience space. With a strong commercial business, an exciting pipeline, a deeply committed team, and a clear path for growth, I’m energized by the opportunities ahead to advance our pipeline, leverage our scientific leadership and create value for shareholders,” said Mr. Jackson. “I’ve had the privilege of working alongside Richard for more than twenty years and have learned a great deal from him as he carried out his vision to build Alkermes into the company it is today. I appreciate the Board’s confidence in me and look forward to working closely with them as we enter this next chapter.”

About Blair Jackson

Since joining Alkermes in 1999, Mr. Jackson has served in a variety of roles in both a scientific and corporate capacity. As Alkermes’ Executive Vice President, Chief Operating Officer, a position he has held since January 2021, Mr. Jackson is responsible for Alkermes’ strategic planning and corporate services, leading the organization’s global operations, quality, information technology, business development and corporate planning functions. Mr. Jackson also served as Interim Principal Financial Officer from February 2024 to September 2025.

Prior to assuming his current position, Mr. Jackson most recently served as Senior Vice President, Corporate Planning of Alkermes, Inc. from July 2018 to January 2021, responsible for business development and alliance management, business planning, new product planning, data analytics and market research and corporate operations functions.

Mr. Jackson currently serves on the Board of Directors of Synchronicity Pharma, Inc., a private clinical-stage biopharmaceutical company.

Mr. Jackson earned a bachelor's degree in Biochemistry from the University of Calgary in Alberta, Canada, a bachelor's degree in Chemical Engineering and a Master of Business Administration from the University of Alberta, and a Master of Science in Chemical Engineering from the Massachusetts Institute of Technology.

About Alkermes plc

Alkermes plc (Nasdaq: ALKS), a mid-cap growth and value equity, is a global biopharmaceutical company that seeks to develop innovative medicines in the field of neuroscience. The company has a portfolio of proprietary commercial products for the treatment of alcohol dependence, opioid dependence, schizophrenia, bipolar I disorder and narcolepsy. Alkermes' pipeline includes late-stage clinical candidates in development for narcolepsy and idiopathic hypersomnia, and orexin 2 receptor agonists in early clinical development for other neurological disorders, including attention-deficit hyperactivity disorder (ADHD) and fatigue associated with multiple sclerosis and Parkinson's disease. Headquartered in Ireland, Alkermes also has a corporate office and research and development center in Massachusetts and a manufacturing facility in Ohio. For more information, please visit Alkermes' website at www.alkermes.com.

Note Regarding Forward-Looking Statements

Certain statements set forth in this press release 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 company's expectations concerning its future financial and operating performance, business plans or prospects, including expected drivers of growth and value creation and the anticipated benefits of the Avadel acquisition; the company's expectations regarding the potential therapeutic and commercial value of its portfolio of development candidates; and the company's expectations with respect to the transition of the CEO role. The company cautions that forward-looking statements are inherently uncertain. 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, among others: whether the company is able to achieve its financial expectations, including those related to growth and value creation; the expected benefits and value of the Avadel acquisition may not be achieved; clinical development activities may not be initiated or completed on expected timelines or at all; the results of development activities may not be positive, or predictive of future results from such activities, results of future development activities or real-world results; the company's products or product candidates could be shown to be ineffective or unsafe; the FDA or regulatory authorities outside the U.S. may not agree with the company's regulatory approval strategies or may make adverse decisions regarding its

products; the company may not be able to continue to successfully commercialize its products or support revenue growth from such products; there may be a reduction in payment rate or reimbursement for the company's products or an increase in related financial obligations to government payers; the company's products may prove difficult to manufacture, be precluded from commercialization by the proprietary rights of third parties, or have unintended side effects, adverse reactions or incidents of misuse; the company may not be able to attract and/or retain highly qualified members of its management team and other key clinical and scientific personnel; and those risks and uncertainties described under the heading "Risk Factors" in the company's most recent Annual Report on Form 10-K 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. Existing and prospective investors are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. Except as required by law, the company disclaims any intention or responsibility for updating or revising any forward-looking statements contained in this press release.
