



## AVADEL PHARMACEUTICALS PLC CORPORATE GOVERNANCE GUIDELINES

The Board of Directors (the “Board”) of Avadel Pharmaceuticals plc (together with its subsidiaries, the “Company”) has adopted the following corporate governance guidelines (these “Guidelines”) to provide guidance as to matters relating to corporate governance. The Guidelines, along with the charters of the committees of the Board, describe the Board’s framework for the governance of the Company. These Guidelines should be interpreted in accordance with any requirements imposed by all applicable laws and regulations, the Nasdaq Stock Market LLC (“Nasdaq”), the constitution of the Company (the “Constitution”) and other corporate governance documents. The Board may review and amend these Guidelines from time to time.

### ***Responsibility of the Board***

1. ***Mission.*** The primary responsibility of the Board is to exercise its business judgment to act in what the directors reasonably believe to be the best interests of the Company and its shareholders. In establishing these Guidelines, the Board desires to promote a system of corporate governance within the Company that permits the Board to carry out this primary responsibility.

2. ***Commitment.*** Directors should be entitled to rely on the honesty and integrity of the Company’s senior management and outside advisers and auditors. Directors are expected to devote the time necessary to carry out the Board’s primary responsibility and to adequately prepare for and, to the extent possible, attend and participate in all Board meetings and meetings of Board committees on which they serve. Each director should ensure that other commitments do not materially interfere with his or her service as a director.

### ***Board Structure***

3. ***Size of Board.*** The Board reserves the right at any time to increase or decrease its size, subject to any provisions in the Company’s Constitution, depending on the Board’s assessment of its needs and other factors. The size of the Board may vary based upon the size of the business and the availability of qualified candidates. Board size should facilitate active interaction and participation by all Board members. The Board will review from time to time the appropriateness of its size.

4. ***Board Leadership.*** The Board shall fill the positions of Chair and CEO based upon its view of what is in the best interests of the Company. The Chair and CEO may, but need not be, the same person.

5. ***Committees.*** The Board intends at all times to have an Audit Committee, a Compensation Committee and a Nominating and Corporate Governance Committee. Each of these committees will have a written charter that sets forth its principal responsibilities and qualifications for committee membership. The Board may at its sole discretion from time to time establish additional committees as it deems appropriate. Membership on the Audit, Compensation and Nominating and Corporate Governance Committees is limited to independent directors meeting the independence requirements of the Nasdaq Stock Market Rules, the Sarbanes-Oxley Act of 2002 and any other applicable rules, including Irish law, or regulations of the Securities and Exchange Commission and the



Internal Revenue Service. The Board retains discretion to form new committees or disband current committees depending upon the circumstances.

### ***Nominating and Related Responsibilities***

1. ***Recommendations.*** The Board has delegated to the Nominating and Corporate Governance Committee the responsibility for developing and recommending to the Board for its consideration and approval criteria for director candidates. The Nominating and Corporate Governance Committee shall recommend candidates for election to the Board in accordance with the policies and principles in its Charter and the criteria described herein.

2. ***Candidates Proposed by Shareholders.*** The Board has delegated to the Nominating and Corporate Governance Committee the responsibility to identify candidates for nomination to the Board (including candidates to fill vacancies). The Nominating and Corporate Governance Committee will consider for nomination all director candidates proposed by shareholders, provided that proposals are pursuant to any procedures the Nominating and Corporate Governance Committee may establish and the relevant provisions, if any, of the Company's Constitution.

3. ***Qualification.*** In evaluating potential new directors, the Nominating and Corporate Governance Committee shall consider Nasdaq independence and expertise requirements and the other requirements set by the Board, including assessing their qualifications in light of the policies and principles in these Guidelines and the Constitution. At least a majority of the members of the Board shall meet the independence requirements set forth in the Nasdaq Stock Market Rules.

4. ***Orientation and Continuing Education.*** The Company shall provide orientation for new directors that includes meetings with senior management. Periodically, the Company will provide opportunities for directors to visit the Company's facilities in order to provide greater understanding of the Company's business and operations. When requested, the Company will provide directors the opportunity to attend appropriate continuing education programs at the Company's expense.

5. ***Service on Other Boards.*** No director should serve on more than four other boards of directors of companies with registered equity without the approval of the Board. The Chief Executive Officer may not serve as a director or official of the board of directors of a for-profit company without the prior approval of the Chairman of the Board (if not the Chief Executive Officer) or the lead independent director. Other executive officers, other than the non-executive directors, and employees may not serve as a director or official of the board of directors of a for-profit company without the prior approval of the Chief Executive Officer. Directors must notify the Chair of the Nominating and Corporate Governance Committee when accepting a seat on the board of directors of another business corporation so that the potential for conflicts or other factors compromising the Director's ability to perform or fulfill his duties and responsibilities may be fully assessed.

6. ***Term Limits.*** The Board does not believe it should establish term limits. While term limits could help insure that there are fresh ideas and viewpoints available to the Board, such term limits would cause the loss of the contribution of directors who, over time, have developed increased insight into the Company and its operations and thus provide increased contribution to the Board.



7. **Directors Who Change Job Responsibility.** The Board does not believe directors who retire or change their principal occupation or business association should necessarily leave the Board. However, promptly following any such event, the Director should notify the Nominating and Corporate Governance Committee, so that it can review and advise the Board regarding the continued appropriateness of the director's Board membership. Page 3 of 5

8. **Board Succession.** The Nominating and Corporate Governance Committee shall be responsible for developing succession plans for the Board.

### ***Director Compensation and Performance***

1. **Compensation Policy and Compensation Review.** It is the policy of the Board to provide directors with a mix of compensation, including a periodic cash retainer and equity-based compensation based on continued service on the Board and Company performance. Proposed changes in Board compensation shall be reviewed by the Compensation Committee, but any changes in the compensation of directors shall require the approval of the Board. In considering its compensation, the Board shall be cognizant that compensation and emoluments beyond what are customary could influence, or could be perceived as influencing, independence. The Compensation Committee shall periodically review, and discuss with the Board, the status of Board compensation.

2. **Performance Review.** Periodically, the Nominating and Corporate Governance Committee shall evaluate and report to the Board the performance of the Board and the Company's management against these Guidelines. In addition, from time-to-time as appropriate, the Chairman, in conjunction with the lead independent director, if any, will initiate a Board evaluation process designed to assess the adequacy and quality of the information and recommendations presented by Board committees to the Board, the manner in which such matters were discussed and debated, and the adequacy of the number and length of meetings of the Board and the committees.

3. **Transactions with Directors or Their Affiliates.** The Company does not engage in transactions with directors or their affiliates if a transaction would cast into doubt the independence of a director, would present the appearance of a conflict of interest or is otherwise prohibited by law, rule or regulation of the Constitution. This prohibition includes significant business dealings with directors or their affiliates, and consulting contracts with, or other indirect forms of compensation to, a director. Any waiver of this policy may be given only by the Board or a Board committee and must be immediately disclosed.

### ***Board Meetings***

1. **Schedule.** Board meetings are scheduled in advance and held not less than quarterly. The Board will hold special meetings as required.

2. **Distribution of Board Material.** Information that is important to the Board's understanding of the Company's business should be distributed to the directors a reasonable period of time before the Board meeting. Senior management is responsible for distributing in advance to Director's information important to the Board's understanding of the business to be conducted at a Board or Committee meeting. Directors should review these materials before the meeting.



3. **Attendance at Meetings.** Each member of the Board is expected to make reasonable efforts to attend meetings of the Board, whether regular or special. If a director does not attend at least 75% of the Board's regular or special meetings (together with the meetings of committees on which the director serves), the Company will be required to disclose that fact in its annual proxy statement. In addition, attendance and participation at meetings is an important component of the directors' duties and, as such, attendance rates will be taken into account by the Nominating and Corporate Governance Committee in assessing Directors for renomination as directors. Page 4 of 5

4. **Meetings of Non-Executive Directors.** The non-executive directors shall meet at regularly scheduled executive sessions without management. In addition, at least once each year the nonexecutive directors who are independent shall meet without those who are not independent. Meetings of the non-executive directors should generally coincide with regularly scheduled Board meetings; however, a majority of the non-executive directors may call a meeting of the non-executive directors at any time. If present, the Chairman and otherwise the lead independent director, if any, shall preside at meetings of the non-executive directors. Otherwise, at each meeting of non-executive directors one nonexecutive director shall serve as the presiding director and shall supervise the conduct thereof. The presiding non-executive director shall communicate the results of each such meeting to the Chief Executive Officer and the remaining directors, as appropriate. The non-executive director who presides at these meetings, and his or her name, or the process by which he or she is selected, will be disclosed, if required by SEC rules, in the annual proxy statement or, if the Company does not file an annual proxy statement, in the Company's annual report on Form 10-K filed with the SEC.

5. **Board Presentations and Access to Employees and Advisers.** Directors shall have full access to executive officers and employees of the Company and, as necessary and appropriate, the Company's independent advisers, including legal counsel and independent accountants. Any meetings or contacts that a director wishes to initiate may be arranged through the Chief Executive Officer, the Secretary or directly by the director. Each director will use his or her judgment to ensure that any such contact is not disruptive to the business operations of the Company. The Board encourages the Chief Executive Officer and other executive officers to invite to Board meetings officers, and other key employees and independent advisers, who can provide additional insight into the items being discussed or who the Chief Executive Officer or other executive officers believe should be given exposure to the Board.

6. **Board Interaction with Investors, Media and Others.** The Board believes that senior management speaks for the Company. Individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company, but it is expected that Board members would do so only with the knowledge of executive officers and, in most instances, at the request of executive officers.

7. **Communications from Shareholders.** The Board believes that it is appropriate for shareholders to be able to communicate with the Board in a timely and effective manner. To that end, communications addressed to the Board, either directly or in care of the Company's Secretary, shall be forwarded to the appropriate committee or the appropriate director or, where the Secretary deems it appropriate, the entire Board. If deemed appropriate, the Board or a committee may establish procedures with regard to which communications should be forwarded to it, it being the Board's view that routine consumer complaints and similar items are best handled by management without Board involvement.



### ***Management Evaluation and Succession***

1. ***General.*** The Board's organization and structure should provide an appropriate balance between the powers of the Chief Executive Officer and those of the independent directors, enable the Board to carry out its oversight function, and give the independent directors, in particular, the powers they require to perform their oversight roles. The Board has delegated to the executive officers of the Company the authority and responsibility for managing the Company's everyday affairs. The Board has an oversight role and is not expected to perform or duplicate the tasks of the Chief Executive Officer (the "CEO") or senior management. The business and affairs of the Company are managed by or under the direction of the Board, acting on behalf of the shareholders. Page 5 of 5

2. ***Chief Executive Officer Selection.*** The Board shall select a Chief Executive Officer in a manner that is in the best interests of the Company.

3. ***Evaluation of Executive Officers.*** The Compensation Committee shall conduct an annual review of the performance of the Chief Executive Officer which shall include the goals and objectives of the Company, these Guidelines and other considerations and shall determine the Chief Executive Officer's compensation level based on such review. The Compensation Committee shall also review and approve the compensation level of the other executive officers and key employees of the Company based on such factors as it deems appropriate.

4. ***Succession Planning and Management Development.*** In conjunction with the Nominating and Corporate Governance Committee, the Board shall determine the Company's succession plan, which at a minimum shall include appropriate contingencies in case the Chief Executive Officer retires or is incapacitated. Succession plans with respect to other executive officers of the Company shall also be reviewed with the Chief Executive Officer. The Board will evaluate potential successors to the Chief Executive Officer. The Chief Executive Officer shall at all times make available his or her recommendations and evaluations of potential successors, along with a review of any development plans recommended for such individuals. The Chairman of the Board and the lead independent director, if any, shall provide guidance and leadership in this critical area.

### ***Shareholder Rights***

1. ***Evaluation.*** The Nominating and Corporate Governance Committee shall evaluate each shareholder proposal submitted for inclusion in the Company's proxy materials to determine whether the proposal is eligible for inclusion under the Company's Constitution, Irish law and the Securities and Exchange Commission's proxy rules and shall recommend to the Board whether the Company should support or oppose the proposal. In evaluating shareholder proposals, the Committee may take into account the extent of the shareholdings and the length of time those shares have been held, without precluding proposals made by smaller, individual shareholders. When appropriate, such consideration could include a meeting of the shareholder and representatives of the Committee.

2. ***Response to Approved Proposals.*** Any advisory or non-binding proposal that is approved by a majority of shareholders at any shareholder meeting and not implemented by the Board will be discussed in the next annual proxy statement of the Company, which will contain an explanation of the Board's reason for not implementing the proposal.



***Other Corporate Governance Matters***

1. ***Modifications to Guidelines.*** Although these Guidelines have been approved by the Board, they may evolve over time as customary practice and legal, regulatory or exchange requirements and they will be deemed to be modified as and to the extent those requirements change. In addition, the Guidelines may be amended by the Board at any time as it deems appropriate. Adopted by the Avadel Pharmaceuticals plc Board of Directors on August 14, 2020.