



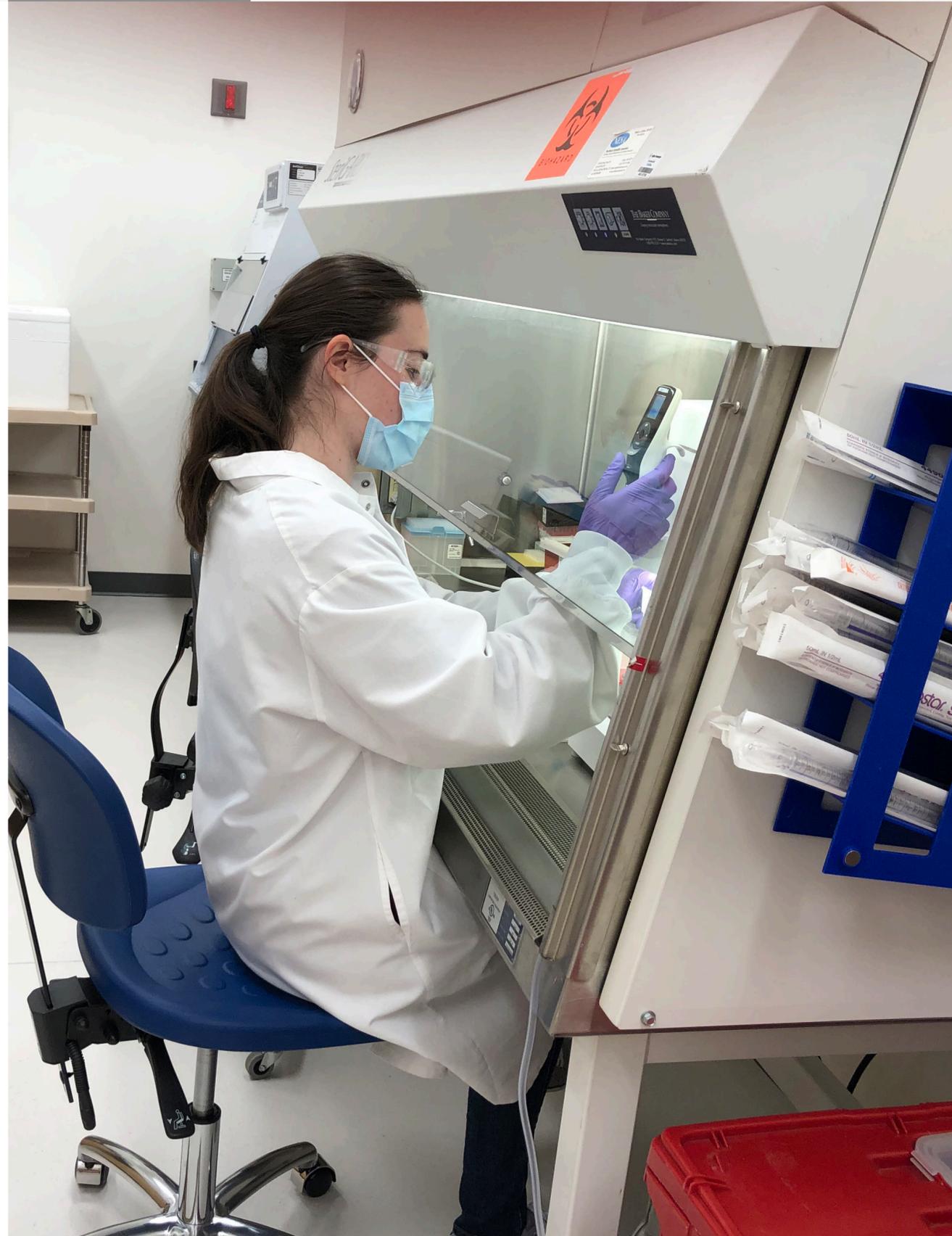
Corporate Responsibility Report 2024



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On the cover, left: Tsuyoshi, patient and his wife Rika (Japan)





CEO Letter

A Pivotal Year at Alnylam

In our quest to realize the tremendous potential of RNAi therapeutics, 2024 was a pivotal year. We emerged as a top-tier biotechnology company, with a flagship franchise, a spring-loaded pipeline, a strong financial foundation, and a culture alive with purpose and innovation. Before us lies a profound opportunity: to reshape the future of medicine and impact the lives of millions of patients.

At this transformational moment, we remain steadfast in our belief that making history means advancing groundbreaking science while shaping a healthier, more equitable, and sustainable future for all. In our 2024 Corporate Responsibility Report, Alnylam’s ‘Challenge Accepted’ ethos is showcased in the unwavering efforts of teams across the business to increase the value we deliver to society.

Transforming Lives Through Innovation

This year was highlighted by the overwhelmingly positive data from the landmark HELIOS-B study of vutrisiran for patients with ATTR amyloidosis with cardiomyopathy. The study demonstrated a substantial impact in reducing mortality and improving quality of life, and we are thrilled with what these results mean for patients, physicians, families, and caregivers. We made equally strong progress in advancing potentially transformative medicines to treat a broad range of both rare and prevalent diseases.

At Alnylam, we believe we are responsible for ensuring the patients who can benefit from our medicines have access to them. No patient should have to wait for hope. Our Patient Access Philosophy continues to guide us, holding us accountable for ensuring that access and outcomes align with the value our therapies bring to patients.

Investing in Our People and Culture

Our people are the driving force behind Alnylam’s RNAi leadership. Grounded by our Core Values, we continue to be a beacon for talent through a focus on great science, a diverse and inclusive culture, and upholding the highest professional and ethical standards.

While we are honored to receive many ‘Best Places to Work’ awards, we are most proud of the high marks from our own people. In our annual culture survey, 80% of employees recommend Alnylam as a great place to work, and 88% feel that they are accepted and treated fairly by the company and their peers. In this report, you will see stories of our growing Employee Resource Networks (ERNs), expansion of benefit programs, and efforts to recruit and develop top performers that underpin these results.

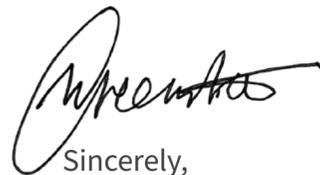
Addressing Health Inequalities

The passion to improve human health is the driver of our community impact work. Our signature program, Alnylam Challengers, seeks to improve health outcomes by rallying behind bold leaders and organizations increasing access to personalized care and support services for under-resourced communities. In 2024, our employees once again dedicated time and funds to help others, including volunteering across 14 countries during our 4th annual Community Service Week and donating to humanitarian relief organizations during crises and natural disasters.

Mitigating Our Environmental Impact

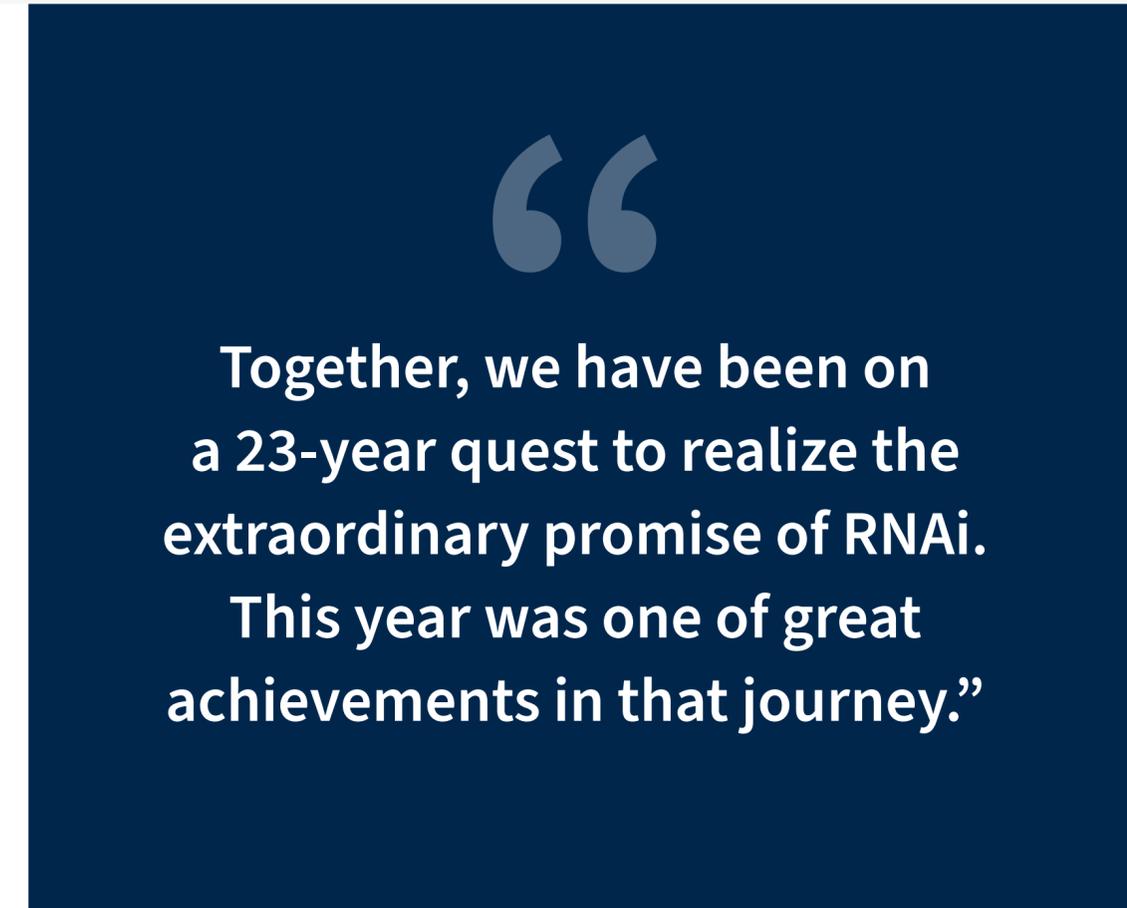
We continuously seek to minimize our impact on the environment and work to address the growing threat of climate change. Our increasing ability to gather robust data and track energy and natural resource usage enables us to activate new strategies to protect the planet and respond to regulatory requirements. This year we achieved a significant milestone in efforts to manage our carbon footprint with third-party verification of our Scope 1, 2, and 3 greenhouse gas (GHG) emissions. In addition, our Alewife and Norton manufacturing facilities are now 100% powered by renewable energy.

The moment in front of us is more promising than any before and the opportunities more extraordinary. We are just getting started and believe that the best is yet to come.



Sincerely,

Yvonne Greenstreet, MD, MBA
Chief Executive Officer



About Alnylam

Alnylam's pioneering science has yielded critical breakthroughs and innovations that have made RNAi therapeutics a reality. This class of medicines is fundamentally impacting the lives of patients around the world.

“

This year's accomplishments continued to affirm the incredible potential of RNAi to transform the treatment of diseases once considered untreatable. This is only the beginning of what our RNAi platform can achieve as we expand its reach to address some of the world's most pressing health challenges. The future of medicine is here, and RNAi therapeutics are leading the way.”

Pushkal Garg, MD, Chief Medical Officer



Anylam's RNAi Therapeutics

Since our founding in 2002, Anylam has pioneered RNAi therapeutics through sustained research and development efforts that have yielded the critical breakthroughs that make these medicines possible.

Nearly 15 years of R&D work delivered the world's first approved RNAi therapeutic - ONPATTRO® (patisiran) - in 2018 for the treatment of polyneuropathy caused by hereditary ATTR (hATTR) amyloidosis. Since then, we've discovered and delivered four additional RNAi therapeutics. Now, we're leading what's next, working to apply this approach to a broad spectrum of rare and prevalent diseases that impact millions of people around the world.

RNAi therapeutics work by "silencing" the genes that cause or contribute to disease. The goal is to address disease at its source rather than managing symptoms. Our breakthrough RNAi science has moved from a Nobel Prize-winning discovery to an innovative class of medicines that grows in its positive impact on global health every year. Our robust pipeline of investigational RNAi therapeutics is currently focused on

several disease areas including transthyretin (TTR) amyloidosis, rare diseases, cardiovascular diseases, metabolic diseases, and neurological diseases—and we are actively exploring other disease areas as we expand our RNAi platform's capabilities.

Key features of our RNAi therapeutics:

- Ability to target potentially any gene in the genome, including targets that are currently “undruggable” by small molecules and antibodies
- Highly potent and durable, with the potential for dosing as infrequently as biannually or annually
- Administration through multiple routes – intravenous (IV), subcutaneous, and intrathecal delivery
- Demonstrated clinical benefit with a lower dose and dose frequency, and an encouraging overall safety profile compared to other approaches

Key Product Approval Milestones



¹Anylam formed a collaboration to develop inclisiran with The Medicines Company in 2013; Novartis completed acquisition of The Medicines Company in 2020

2024 BY THE NUMBERS

2,100+

employees worldwide

70+

countries with commercial presence
(direct or through distributor)

\$1.6

billion in combined
net product revenue

FOUR

clinical trial applications filed for new
Alnylam-led programs

33%

year-over-year
revenue growth

25+

programs expected in clinical
development by the end of 2025

Alnylam’s growth has been guided by our five-year P⁵x25 global strategy which represents our commitment to delivering transformative rare and common disease medicines for patients around the world, through sustainable innovation and exceptional financial performance driving profitability. Specifically, we intend to end 2025 with the following profile:



PATIENTS

Over 0.5 million on Alnylam RNAi therapeutics globally



PRODUCTS

6+ marketed products in rare and prevalent diseases



PIPELINE

Over 20 clinical programs, with 10+ in late stages and 4+ INDs per year



PERFORMANCE

≥40% revenue CAGR through YE 2025



PROFITABILITY

Achieve sustainable non-GAAP profitability within period

Corporate Responsibility at Alnylam

Our Alnylam culture is not one that accepts the status quo. Instead, we thrive on the potential of what can be. The people of Alnylam seize the moment, cultivating opportunities to drive innovation forward in ways that shape the future. Our approach to Corporate Responsibility is driven by our passion for taking courageous action to improve the health of humanity.

This ‘Challenge Accepted’ approach is rooted in the responsibility to be an ethical, values-based corporate citizen. It informs our business strategy and guides our ongoing work tackling unprecedented and complex challenges and using our business as a force for good. Alnylam operates across closely interrelated pillars that are material to our everyday operations and external impact – Patients, Science, Employees, Communities, Planet, and Governance.



Anylam's CR Operating Model

BELIEFS

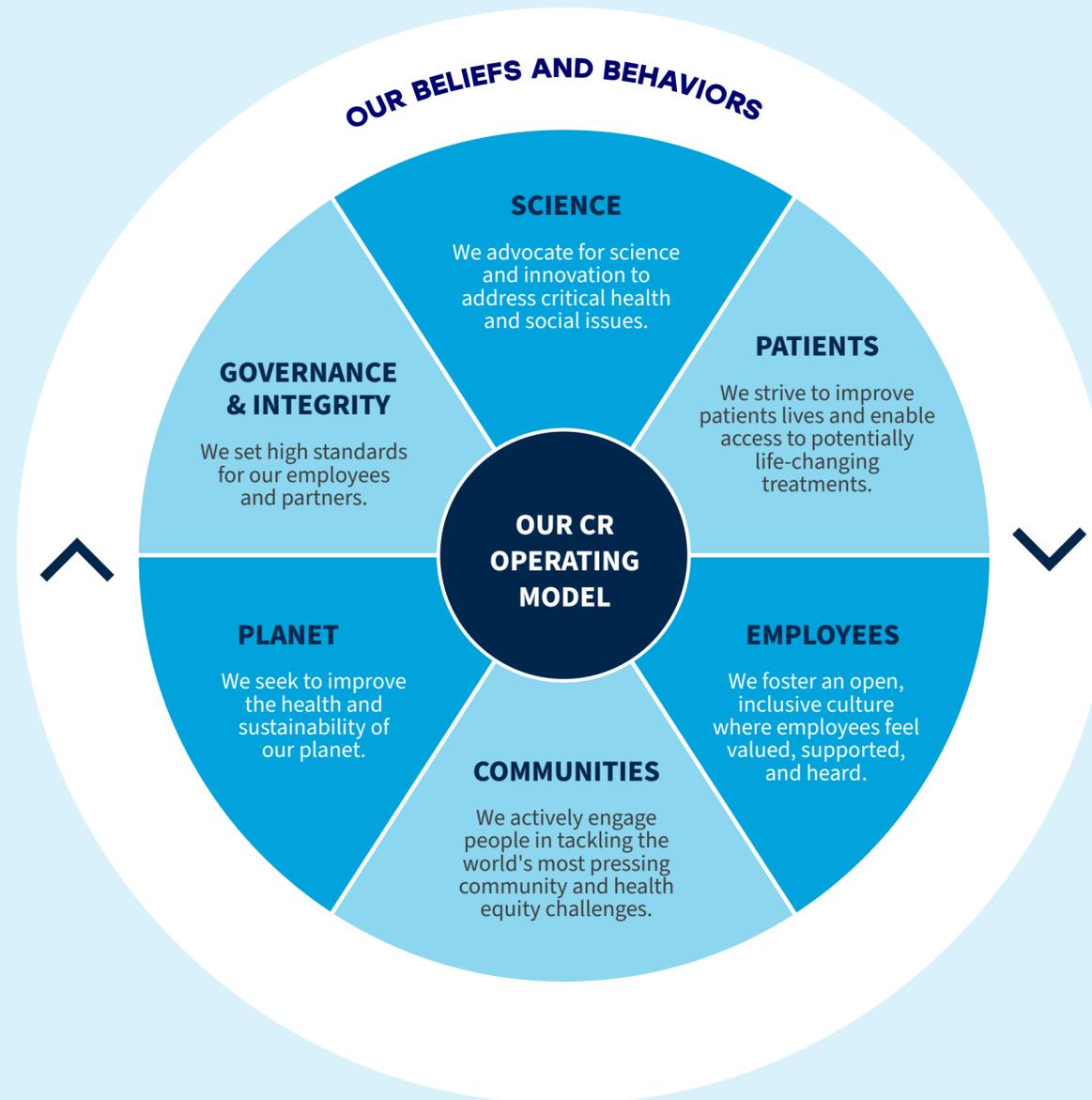
We believe in the noble pursuit of working to improve the health of humanity.

We believe science has the power to solve many complex social, health, and environmental challenges.

We believe diverse, inclusive, and equitable environments are essential for achieving breakthroughs.

We believe all communities deserve access to health solutions and social supports.

PILLARS



HEALTH EQUITY PRINCIPLES

Strategy: Integrating health equity considerations throughout our business operations.

Science: Advancing new medicines and innovations that increase accessibility and efficacy.

Advocacy: Using our leadership platform to raise awareness and amplify patient voices.

Collaboration: Bringing together payers, providers, governments, regulators, patient advocacy organizations, distribution partners, and other global stakeholders to develop systemic solutions that remove barriers to care.

Empathy: Ensuring our culture and employees are inclusive and responsive to the needs of patients.

Innovation: Empowering innovators and social sector organizations to address the specific needs of targeted populations.

Understanding Material Topics

In 2021, we completed our first comprehensive materiality assessment to identify the topics in CR (Corporate Responsibility) and ESG (environmental, social, governance) that aligned with our CR Pillars globally. We also considered our business imperatives and focus areas related to our P⁵X25 strategy as part of this process. In 2023, we revisited our materiality assessment to ensure the topics we identified in 2021 remain relevant, and subsequently added several topics to our materiality matrix.

In 2024, our CR Steering Committee added to its purview the process necessary to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) in Europe to ensure we will be in a position to meet ESG and CR-related regulatory requirements. As part of our regulatory readiness process, we will continue to refine our materiality study by incorporating the principles of double materiality and capturing stakeholder perspectives on the impact, importance, and performance of our identified material topics across our value chain.

This process will be overseen by our CR Steering Committee and driven by our ESG Regulatory Workgroup comprised of members of Alnylam's Legal, Finance, Ethics and Compliance, and ESG teams.

MATERIALITY MATRIX

CR PILLAR	MATERIAL TOPICS
 Patients	<ul style="list-style-type: none"> • Patient access • Patient engagement and education • Patient health outcomes
 Science	<ul style="list-style-type: none"> • Clinical trial practices • Product quality, safety, and supply • R&D, innovation, and product pipeline
 Employees	<ul style="list-style-type: none"> • Diversity, equity, and inclusion • Occupational health and safety • Talent attraction and retention • Workplace culture
 Communities	<ul style="list-style-type: none"> • Community impact • Health equity • STEM education
 Planet	<ul style="list-style-type: none"> • Climate change • Energy management • Waste management • Water and wastewater
 Governance	<ul style="list-style-type: none"> • Corporate governance • Data security and privacy • Supplier responsibility • Transparency



Contributing to UN SDGs

The work of the biopharmaceutical industry aligns closely with many of the United Nations Sustainable Development Goals (UN SDGs). Alnylam and our partners have a major role to play in this global ecosystem, particularly around goals focused on health, innovation, and sustainability.

In 2024, we believe our CR initiatives most closely align with six of the UN SDGs.

SDG	OUR WORK	2024 HIGHLIGHTS
 <p>3 GOOD HEALTH AND WELL BEING</p>	<p>RNAi therapeutics have the potential to positively impact patients around the world.</p>	<p>Results from our HELIOS-B study showed that treatment with vutrisiran resulted in a 28% lower risk of a recurrent cardiovascular event or death from any cause than treatment with placebo. In addition, our social impact work is focused on addressing access to quality care and addressing social determinants of health (SDOH).</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>As Alnylam grows, we ensure our team members around the world have opportunities for advancement and security in their roles.</p>	<p>We continue to advance our commitment to pay equity and aim to have no statistically significant pay gaps based on race, gender, or age.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>We are working to bring our pipeline of medicines to the global market. Our focus on both rare and prevalent diseases begins with R&D and continues through our manufacturing and distribution processes.</p>	<p>Our investigational RNAi therapeutics have advanced to the next stage of clinical development at higher rates than the industry average.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Our commitment to expanding market access is global, ensuring the patients who need our medicines can access them around the world.</p>	<p>In approximately 70 countries, patients can access our therapies by way of direct or distributor infrastructure.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>We are consistently working to reduce our environmental footprint to diminish energy, water, and materials use across our supply chain.</p>	<p>Our Norton and Alewife sites are now powered by renewable energy, resulting in a significant reduction in our carbon footprint, and saving 1600 metric tons of CO₂e in 2024.</p>
 <p>13 CLIMATE ACTION</p>	<p>We are taking actions to understand our footprint, set goals, and take actions to mitigate our climate impact globally.</p>	<p>In 2024, two of our labs successfully achieved certification through My Green Lab, which is considered the gold standard for sustainable laboratory practices globally.</p>

2024 CR HIGHLIGHTS

Recognized with 25 industry and corporate awards in 2024, 16 in the U.S. and 9 globally.

Named in December of 2024 to Newsweek’s “America’s Most Responsible Companies 2025” for the 3rd year in a row, moving from #422 in 2023 to #153 in 2025.

Recognized as a Boston Globe “Top Place to Work” for the 10th year in a row.

Alnylam CEO Yvonne Greenstreet named “2024 Woman of the Year” by Healthcare Businesswomen’s Association (HBA).



Sophia, patient (UK)

“

Incredible things happen when science and culture come together. Alnylam is built on a foundation that consistently prioritizes our people, culture, and patients. The many awards that Alnylam has received prove that our efforts are working to build a culture of openness, responsibility, and innovation.”

Christine Lindenboom
Chief Communications Officer

Q&A with Arun Skaria, Head of Corporate Responsibility and Diversity, Equity, and Inclusion (DEI)

This year’s Corporate Responsibility Report features stories of passionate and dedicated Alnylam employees who embody the credo of ‘Challenge Accepted’ in their work and daily lives. Arun Skaria, Alnylam’s head of corporate responsibility since 2021, recently added diversity, equity and inclusion at Alnylam to his responsibilities.

Q: You have been building Alnylam’s work in corporate responsibility since 2021. What do you see as the most important aspects of your work?

CR emphasizes the importance of operating responsibly, ethically, and with a long-term perspective that benefits the company and society. Nothing we do in CR works unless it’s embedded throughout our business. I see the effectiveness of our operating model every day as I engage with our CR Pillar Teams. The members of those teams take personal responsibility for our impact and purpose, and that collaboration is the most important success factor for everything we do.

Q: Where do you see the greatest opportunities for impact in corporate responsibility in the coming years?

First, externally we’re focused on expanding access—whether that’s ensuring that patients who can benefit from our medicines have access to them or creating career opportunities more generally for underrepresented groups in biotechnology. Collaborating with community organizations and global partners helps us extend our reach and create systemic change.

We are designing new and exciting platforms for employee engagement, feedback, community impact, and sustainability. Alnylam is a company built on innovation, and we work hard to extend that commitment to our people and communities. In that way, we make an even greater impact—one that’s measurable, sustainable, and aligned with our values.

Q: You have spearheaded many new initiatives in community outreach and social responsibility at Alnylam. What makes you the most proud?

More than anything, I get excited when I see our team members around the world get engaged with our community impact initiatives. In 2021, we launched our signature social impact program, Alnylam Challengers to address health inequities in the U.S. I was extraordinarily proud when I received calls from employees around the world asking how they could bring Challengers to their countries. In 2024, we have done just that – expanding the Challengers program deeper into Europe. From the 50% of employees who participated in our fourth Global Service Week to our ERN members who craft local volunteer projects throughout the year, Alnylam team members always rise to a challenge.





Patients

Kim, patient (U.S.)

We strive to improve patients' lives and enable access to potentially life-changing treatments.

Patients

Alnylam is changing the way medicine treats disease for people impacted by some of the world’s biggest health challenges.

In 2024, the HELIOS-B Phase 3 study results of vutrisiran for the treatment of TTR amyloidosis with cardiomyopathy (ATTR-CM) moved Alnylam one step closer to reaching more patients than ever before by solidifying our flagship franchise. This catalyst is one of several that we believe will propel our ability to deliver on the promise of our RNAi platform, address new tissue types, and positively impact patients’ lives.

At Alnylam, we embrace our responsibility to create significant, sustainable patient impact. Our legacy of working with all stakeholders in the healthcare ecosystem reflects our proactive, collaborative, and transparent approach to patient access and outcomes. We keep patients at the center of everything we do because we believe that no patient should have to wait for hope.

RELATED MATERIAL TOPICS



Patient access



Patient engagement and education



Patient health outcomes



Patrick, patient (UK)



KEY PRIORITIES IN 2024



Priority: Relaunch Alnylam’s Patient Access Philosophy

PROGRESS: Relunched our Patient Access Philosophy, reflecting Alnylam’s growing global footprint and commitment to reduce barriers to access and improve outcomes.



Priority: Enable continued integration of the patient perspective into all levels of decision making across the organization

PROGRESS: Continued to connect patient outcomes with strategies across our business units, ensuring the patient perspective is included in our decision making.



Priority: Continue to collect and integrate feedback from patient advocacy organizations and our patient populations to enhance inclusion in clinical trials

PROGRESS: Informed by feedback from patient communities, further enhanced processes and protocols to incorporate a range of opinions about and participation in clinical trials that are reflective of our patient populations.



Priority: Build on the success of first Patient Impact Day with further events and activities

PROGRESS: Launched a Patient Perspectives series designed to help employees understand experiences of people impacted by some of the diseases that we are targeting.



Priority: Enhance patient engagement and advocacy plans for all pipeline programs throughout the year

PROGRESS: Formalized our approach to engage communities and involve them in the development of our clinical programs.

LOOKING AHEAD: PRIORITIES IN 2025

Building on our existing therapeutics, goals, and new developments, we are expanding and purposefully increasing our impact on patients globally through innovative solutions and collaborations. Acknowledging the tremendous potential of our pipeline, we affirm our commitment to engaging communities and involving them in the development of all of our clinical programs.

As our efforts to increase global access to our medicines continue, we plan to launch a pilot Humanitarian Access Program in collaboration with a global non-governmental organization partner in 2025.

In line with our Patient Access Philosophy, we are also expanding innovation that impacts patients from the research bench to bedside, including the application of a manufacturing technology that, if successfully implemented, could enable us to scale, save time and resources, and broaden access to oligonucleotide-based medicines like RNAi therapeutics around the world. In 2025, Alnylam expects to leverage this manufacturing innovation to increase throughput for faster, larger batches of investigational medicine supply for prevalent diseases in the clinic.

Patient Access Philosophy

Throughout our more than 20 years of leadership in RNAi therapeutics, we have remained focused on keeping patients at the center of everything we do.

Beyond accepting the challenges of scientific discovery and development, we believe that we are accountable for ensuring that patients who can benefit from our medicines have access to them. Our Patient Access Philosophy, established in 2017 – before our first medicine was approved – continues to guide us, holding us accountable for ensuring that access and outcomes align with the value our therapies bring to patients.

In 2024, we revisited the principles of our Patient Access Philosophy to reflect our opportunity to help more patients than ever before. Anylam’s [Patient Access Philosophy](#) includes the following principles:

- It is our responsibility to push the boundaries of discovery, development, and delivery to fuel significant, sustainable patient impact.
- Together with our partners in the healthcare ecosystem, we can reduce barriers to improve outcomes for all, and most importantly for the patient.
- Biopharma companies play a critical role in the patient’s journey to accessing innovative therapeutic options and should be accountable for progress.

We measure and report on our progress annually in three areas – value and impact, achieving better outcomes, and being proactive and accountable – published on Anylam.com.

SPOTLIGHT

PATIENT PERSPECTIVES SERIES IN 2024

Anylam launched our Patient Perspectives series designed to help employees understand experiences of those impacted by the diseases that we serve.

Through this series, patients, caregivers, and advocates share their journeys—offering powerful insights into the challenges, triumphs, and daily realities of those living with disease. In our first session, a representative of the Huntington’s Disease Society of America and a caregiver and advocate shared their personal experiences with this devastating disease.



PATIENT ACCESS HIGHLIGHTS

Building Sustainable Value and Global Impact

Approximately **70** countries where patients can access our therapies by way of direct or distributor infrastructure

45+

countries in which patients have received our therapies

55+

patient reported outcome measures in clinical trials

>97%

of U.S. residents with confirmed access to our therapies across commercial, Medicare, Medicaid, and other government payer categories

860+

patients have received Alnylam therapeutics under compassionate use

2,500+

patients participating in clinical trials for our therapies

1300+

patients participating in registries

SPOTLIGHT

SOCIAL MEDIA INITIATIVE BRINGS AHP EDUCATION TO THE MASSES

In 2024, Alnylam launched a new partnership with an Acute Hepatic Porphyria (AHP) patient influencer in Spain to expand the reach of her educational messaging to more audiences on social media.

We know patients who share their experiences online can be powerful conduits for information that may help others in their search for answers. Soon after launching, we expanded this initiative to include perspectives of the larger AHP patient advocacy community. We look forward to continuing to work alongside members of the rare disease communities we serve as we build upon this disease awareness program.



Patient Care Team Engagement and Education

Anylam listens to and learns from patient experiences and the perspectives of their entire care team, including physicians and patient advocacy groups. We work with patients directly and engage with patient organizations around the world to better understand the barriers patients face in receiving diagnosis and treatment. As part of these efforts, we have made a global commitment to recognize the unique challenges that underrepresented groups face in accessing health care. Each year, we continue to build our team’s competencies related to cultural awareness and bias recognition.

Through various programs, we provide access to diagnostic resources and genetic testing with the goal of removing barriers for patients to gain access to our commercially available therapies.

PATIENT ACCESS HIGHLIGHTS

Creating Connections for Patient Outcomes

2000+

U.S. patients enrolled in Anylam Assist®

~200

patient advocacy events supported worldwide

~200

medical societies engaged

25

patient voice inclusion interviews in 5 countries

\$0

most patients prescribed an Anylam therapy pay \$0 out of pocket

34%

patients receiving any financial assistance or participating in access programs across all our therapies

125,000

samples genotyped through Anylam Act® or GeneAct® since the program began

85+

patient advocacy organizations engaged in Anylam’s network globally



SPOTLIGHT

ACCESSING MEDICINE CLOSER TO HOME

For patients experiencing the rare, debilitating condition of polyneuropathy caused by hereditary transthyretin-mediated amyloidosis (hATTR-PN), having to travel long distances to access treatment can present a barrier to optimal care.

While healthcare providers commonly administer medications in their clinic, AMVUTTRA® patients can receive their administration at a different location. In fact, 25% of patients receive their AMVUTTRA® in their homes. At the end of 2024, AMVUTTRA® was available for patient administration at more than 1,100 sites in the U.S. Approximately 90% of patients can be treated within 20 miles of their home.



Patient Support Programs

Alnylam’s Patient Support Programs provide resources on treatment and disease management for people initiating therapy with an Alnylam therapeutic.

Services for Patients on Commercial Therapy

Since our first commercial launch in 2018, our comprehensive, award-winning, in-house program, Alnylam Assist®, has supported patients throughout their entire treatment journey. Unlike many other patient support programs in the industry, Alnylam Assist® is primarily staffed by Alnylam employees who are solely dedicated to supporting patients and providers throughout the journey with an Alnylam therapeutic. This model has enabled our team to develop a deep understanding of the patient journey so that they can expertly provide assistance related to treatment initiation, access and reimbursement, financial assistance, and treatment site selection to provide best-in-class patient support services.

Patient Advocacy

Anylam collaborates with and supports patient advocacy groups around the world to help increase disease awareness, enable early diagnosis, and foster an informed patient community. In 2024, we supported nearly 200 patient advocacy events worldwide and engaged with more than 85 patient advocacy organizations globally. As we expand our patient impact to additional therapeutic areas, we will continue to focus on building relationships with patient advocacy groups to ensure we understand patients’ needs and the communities that support them.

Disease Education

Anylam publishes educational materials with patient-friendly language about the diseases that we serve and Anylam’s therapeutics online, available in multiple countries and languages. Anylam’s educational websites include [The Bridge U.S.](#) and EU (hATTR Amyloidosis), [Pinpoint AHP](#) (U.S.), and [Living with Porphyria](#) (EU) (Acute Hepatic Porphyria), as well as [Take on PH1](#) and [Living with PH1](#) (EU) (Primary Hyperoxaluria Type 1).

Support for Diagnosis

The Anylam Act® program was developed to reduce barriers to genetic testing and counseling, and to help people make more informed decisions about their health. Through the Anylam Act® program, genetic testing and counseling is offered at no charge to individuals with a family history or suspected diagnosis of certain genetic diseases. Both genetic testing and genetic counseling are available in the United States and Canada. Anylam’s GeneAct™ program offers third-party genetic testing in selected countries across Europe and the Middle East.

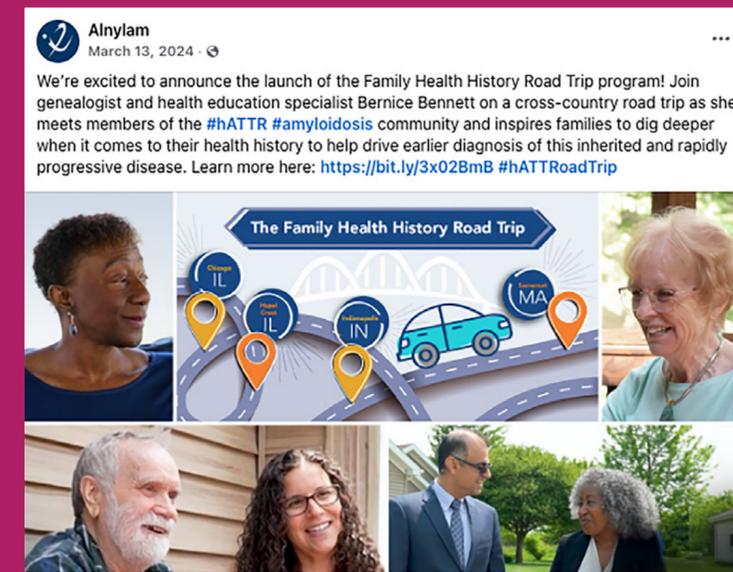
SPOTLIGHT

DRIVING EARLIER DIAGNOSIS OF hATTR AMYLOIDOSIS THROUGH GENEALOGY

Hereditary ATTR (hATTR) amyloidosis is a rapidly progressive disease, and time is of the essence in making a diagnosis.

Family history is considered one of the most important risk factors for health problems—yet it’s often not discussed. Knowledge of family health history empowers people with important information they can share with their doctors when seeking a diagnosis or determining their risk for developing an inherited disease like hATTR amyloidosis.

In 2024, Anylam launched the “Family Health History Road Trip,” a program designed to encourage conversations between family members about their health history. Inspired by the traditional family road trip, the program followed genealogist and health educator Bernice Bennett as she traveled across the country to visit members of the hATTR amyloidosis community and learn how knowledge of family health history can help in receiving an earlier diagnosis.



SPOTLIGHT

CARDIOVASCULAR PROVIDER COLLABORATION

We have the potential to reimagine the treatment of cardiovascular disease.

With two of our medicines targeting cardiovascular disease already approved, and a robust pipeline of additional RNAi therapeutics in development, we believe that we are at the heart of cardiac innovation.

In 2024, our progress and aspirations in the cardiovascular space necessitated a special focus on healthcare provider education and engagement to fully understand their unique and complex needs, and those of the patients they treat. To address gaps in research and data, Alnylam's Medical Affairs team began engaging global cardiologists, TTR amyloidosis specialists, cardiology societies, cardiology Centers of Excellence, and academic organizations. This collaborative work exemplifies Alnylam's commitment to learning from experts in the therapeutic areas we serve.



Julio, patient (U.S.)

CASE STUDY



Alnylam's Manufacturing Innovation and Impact

Alnylam has spent the past two decades leading in operations, quality, and manufacturing to ensure the delivery of safe and reliable RNAi therapeutics. By continuously refining our manufacturing processes, Alnylam has accelerated clinical development and commercial delivery, enabling greater patient access to innovative treatments.

Challenge:
Overcoming Manufacturing Limitations

Fifteen years ago, Alnylam was reliant on an external network to manufacture RNAi therapeutics. Then in 2012, Alnylam encountered challenges to meet our needs for delivery of our first-generation RNAi therapeutic, patisiran, which posed a major roadblock to scaling therapeutic advancements. Alnylam found a solution by establishing our own manufacturing facility to produce our proprietary lipid nanoparticle (LNP) technology, enabling the advancement of the development of patisiran.

Solution:
Strategic Investment in Internal Capabilities

By 2014, we began to recognize that capacity and technical constraints existed in our external manufacturing network ahead of planned investment in our pipeline. Recognizing these limitations and the value we gained from our first investment in internal manufacturing, Alnylam took a bold step by investing further in our own manufacturing capabilities near our headquarters in Massachusetts. The company's exploration of outsourced and self-sufficient technology culminated in the construction of a facility in Norton, Massachusetts, a move that enabled:

Innovation: Exploration of new tissue types, chemistries, and novel manufacturing technologies.

Speed: A streamlined path from drug candidate to clinical trial application (CTA), outperforming fully outsourced models.

Flexibility: The ability to shift production up or down as needed, ensuring agile response to patient demand.

These investments not only solidified Alnylam's manufacturing foundation but also reinforced trust among patients, healthcare providers, and regulators worldwide.

Breakthrough:
Scaling Oligonucleotide Manufacturing

To date, RNAi therapeutics have been reliant on solid phase chemical synthesis to produce oligonucleotides, the basis of RNAi therapeutics. This manufacturing process, though effective, is complex and time-consuming, with limited global capacity. Alnylam recognized the challenge of scaling production to meet the demand for prevalent therapeutic areas.

In 2024, Alnylam achieved a significant breakthrough: a reproducible oligonucleotide manufacturing process that matched solid phase chemical synthesis purity levels for produced drug substance, but at a substantially faster speed.

This advancement offers the potential for:

Rapid Innovation: Accelerating RNAi therapeutics from development to market.

Increased Scale, Safety, Reliability: Enabling high-volume programs beyond traditional limits. Expanding patient access, especially in underserved regions, by reducing plant time.

Sustainable Impact: Reducing organic solvents to minimize environmental footprint.

Impact and Future Outlook

Alnylam's commitment to managing the complexity, reliability, and continuity behind each vial or syringe has laid the groundwork for broader access to life-changing therapies. In 2025, Alnylam aims to apply our most recent manufacturing innovation in several areas of our pipeline – increasing the potential to help more patients globally.

Alnylam's leadership in manufacturing represents our dedication to innovation. With a strong foundation in manufacturing, Alnylam is poised to ensure that more patients benefit from safe, effective, and accessible treatments worldwide.



Science

We advocate for science and innovation to address critical health and social issues.

Science

As Alnylam grows, our success depends on our innovative medicines and their ability to provide life-changing advances in the treatment of rare and prevalent diseases. RNAi therapeutics leverage a naturally occurring gene silencing process to disrupt the production of specific proteins that cause or contribute to disease.

In 2024, our RNAi journey continued with the positive results of our HELIOS-B Phase 3 study of vutrisiran in ATTR-CM. As we continue our growth, our dedicated teams will focus on discovering new therapies and bringing them to those who need them most. In 2025, we remain committed to advancing programs with the greatest potential for transformative patient impact to address a wide range of diseases with high unmet need.

RELATED MATERIAL TOPICS



Clinical trial practices



Product quality, safety, and supply



R&D, innovation, and product pipeline



KEY PRIORITIES IN 2024



Priority: Report topline results from HELIOS-B Phase 3 study of vutrisiran in ATTR-CM and submit supplemental New Drug Application (sNDA) while advancing next-generation transthyretin (TTR) silencer nucresiran (ALN-TTRsc04)

PROGRESS: Shared positive results from HELIOS-B Phase 3 study, which met all ten of its primary and secondary endpoints, across both the overall and monotherapy populations, with statistical significance. Submitted sNDA. Shared interim Phase 1 results for nucresiran for the treatment of amyloidosis, demonstrating our continued commitment to TTR patients.



Priority: Advance additional pipeline programs, including zilebesiran for the treatment of hypertension and mivelsiran (ALN-APP) for the treatment of Alzheimer’s disease and cerebral amyloid angiopathy

PROGRESS: Shared positive KARDIA-2 results for zilebesiran for the treatment of hypertension, initiated KARDIA-3 Phase 2 study of zilebesiran, initiated a Phase 2 study of mivelsiran (ALN-APP) for the treatment of cerebral amyloid angiopathy, and shared positive initial results from the multiple dose portion of the Phase 1 study of mivelsiran in patients with Alzheimer’s disease.



Priority: Execute our research strategy for sustainable innovation. We plan to file investigational new drug (INDs) applications for three new Alnylam-led programs by the end of 2024

PROGRESS: Made substantial progress on executing research strategy for sustainable innovation including filing four new INDs for Alnylam-led programs in 2024.



Priority: Continue our partnerships in human genetics globally to ensure a pipeline of genetically validated targets

PROGRESS: Continued to build global partnerships with UK Biobank and Our Future Health in the UK Launched new partnerships with Discover Me South Africa and the All of Us Research Program with the U.S. National Institutes of Health.

LOOKING AHEAD: PRIORITIES IN 2025

6

commercial products
(4 wholly owned)

3

Phase 3 study starts

Vutrisiran approval
for ATTR-CM

≥ 4

investigational
new drugs (INDs)

KARDIA₃

Phase 2 results

R&D, Innovation, and Product Pipeline

Building a Future of Success

Every day at Alnylam, a talented group of scientists and researchers are hard at work to build a robust pipeline of RNAi therapeutics targeted at diseases with high unmet need. These teams are driven by Alnylam’s ‘Challenge Accepted’ ethos and follow the science as they seek to develop transformative medicines to help more patients. RNA interference (RNAi) is a natural process in every cell of the body that controls which genes are active, and in doing so, which and how many proteins they make. Proteins are responsible for many of the body’s functions, but they can also cause or contribute to disease. RNAi therapeutics target and disrupt the production of these proteins.

Our ambitious 2-2-5 pipeline and platform expansion initiative seeks to extend the reach of RNAi therapeutics to many additional patients. By the end of 2025, we aim to file Investigational New Drug (IND) applications for nine new Alnylam-led programs, including two in new tissues, two in the central nervous system (CNS), and five in the liver.

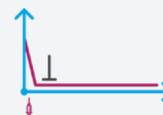
ALNYLAM PIPELINE RESULTS IN 2024



Highly Positive
HELIOS-B
Phase 3 results



Global regulatory filings for **vutrisiran**, PDUFA date March 23, 2025



Positive **nucesiran** (ALN-TTRsc04) interim Phase 1 results supporting potential for best-in-class profile



Positive **zilebesiran** Phase 2 results showing significant additive blood pressure lowering



Positive initial Phase 1 multi-dose results with **mivelsiran**

Initiated cAPPricorn-1 Phase 2 study in CAA

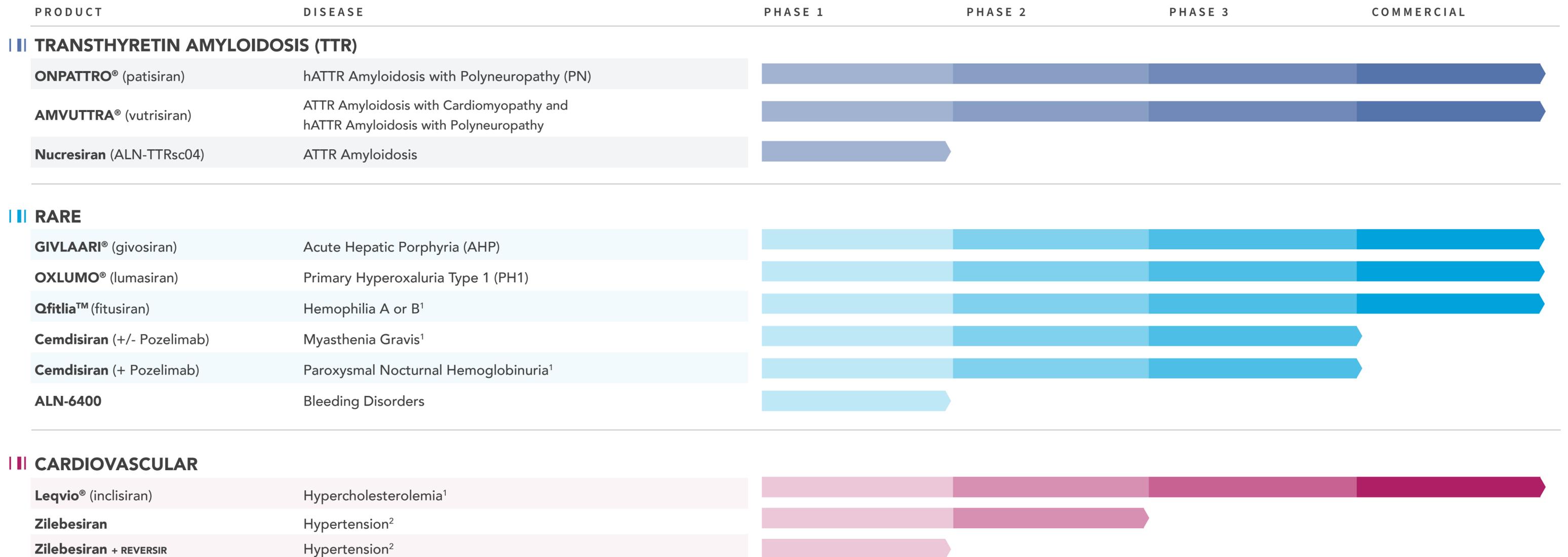


Expanded clinical pipeline with **4 proprietary CTAs:**

- ALN-HTT02
- ALN- AGT-REVERSIR
- ALN-6400
- ALN-4342



ALNYLAM'S PIPELINE



ALNYLAM'S PIPELINE



¹ Out-licensed with milestones and/or royalties

² Partnered, Alnylam-led development with US profit split and milestones/royalties ex-US

³ Partner-led with profit split

⁴ Product developed as part of a collaboration with Regeneron

⁵ Partnered, Alnylam-led with profit split

Alnylam Clinical Development Pipeline as of May 2025

Building Success Through TTR Franchise

Anylam’s growth and long-term financial sustainability is driven by our organic product engine and commitment to sustainable innovation. Central to our pipeline is our work in transthyretin (TTR) amyloidosis (known as ATTR). ATTR is a rapidly progressive, debilitating, and fatal disease that affects more than 300,000 patients globally.

In 2024, the continued advancement of our TTR franchise paved the way for additional successes in multiple therapeutic areas. Key mid-term value drivers include programs with transformative potential in cardiovascular diseases and neurology, two major franchises beyond TTR. For example, zilebesiran has the potential to transform the treatment of hypertension, and mivelsiran holds enormous potential as a novel therapy for the treatment of Alzheimer’s disease and cerebral amyloid angiopathy by addressing the underlying causes. ALN-HTT02 provides hope to patients with Huntington’s disease who are waiting for disease-modifying therapies.

SPOTLIGHT

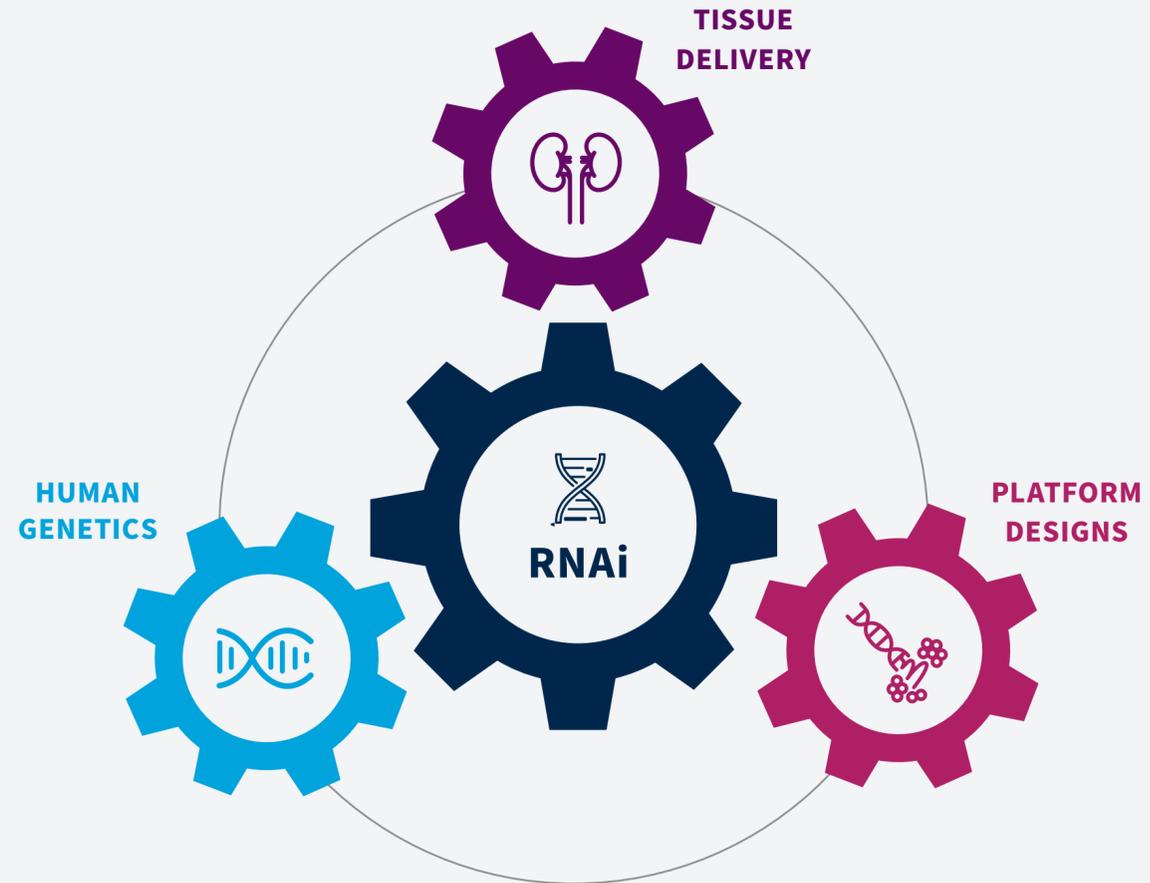
TTR DAY 2024

Anylam’s TTR Investor Day featured presentations from our management team, including senior commercial leaders who discussed launch preparations and the potential for market leadership in ATTR amyloidosis with cardiomyopathy (ATTR-CM).

Tolga Tanguler, MBA, Chief Commercial Officer, shared insights and commercialization plans for the upcoming year.



MODULAR DRUG DISCOVERY PLATFORM TO CATALYZE LONG-TERM GROWTH



Over 25 programs expected in clinic by end of 2025 across four tissue types (liver, CNS, muscle, adipose)

4+ CTAs expected per year

Targeting additional tissue types (e.g. heart, kidney, eye)

A Sustainable Innovation Engine

Alnylam’s sustainable innovation engine pursues a three-pronged approach to drug discovery and long-term growth that includes delivery of RNAi therapeutics to new tissues, enhancement of our existing platform designs, and continued investment in human genetics to identify promising drug targets. Our modular reproducible platform for drug discovery has achieved industry-leading clinical development success rates. By continuing to reinvest in our organic product engine, we believe we will be able to leverage RNAi therapeutics to treat a broader range of rare and prevalent diseases.

In 2023 and 2024, we demonstrated gene silencing in the human brain with mivelsiran (ALN-APP), which utilizes our C-16 delivery platform. In addition, we showed preclinical data for delivery to adipose tissue and muscle. We are now working toward INDs for investigational RNAi therapeutics as we continue to unlock additional tissues.

A core tenet of our drug development philosophy from inception is to pursue genetically validated targets, contributing to the probability of clinical success. In 2024, we continued our partnership with organizations including the UK Biobank and Our Future Health (OFH) which harbor large libraries of genetic information tied to de-identified health records of thousands of individuals. We harness the power of human genetics to identify therapeutic targets as we design the next wave of RNAi therapeutics. In 2024, we joined the National Institutes of Health’s *All of Us* research program, which is scaling to include genetic data from more than 1 million people across the U.S. by 2030.

Global Expertise

Our R&D team is counseled regularly by our Scientific Advisory Board (SAB). Formed in 2010, the SAB includes advisors and company founders who are well-respected global leaders in medical research and RNAi technology. The SAB is comprised of 11 members, including Nobel-Laureate and Alnylam co-founder Phil Sharp, PhD. Alnylam's Board of Directors and Executive Leadership Team (ELT) also guide Alnylam's growth and innovation, ensuring that we continue to address major unmet medical needs.

Partnerships

In addition to our internal innovation, Alnylam is leveraging strategic partnerships to accelerate our science and amplify our impact for patients. Through our partnerships with global top-tier biotech and pharma companies, including Roche and Regeneron, we are enhancing the productivity of our clinical pipeline across multiple therapeutic areas and building capabilities that will further expand the reach of our platform. We are also engaged with partners to feed our discovery pipeline. Alnylam is also a member of multiple genetics consortia, including UK Biobank and Our Future Health, and through these partnerships our scientists gain access to important datasets that allow us to identify the most promising targets across global populations.



CASE STUDY



Kainotomia – leveraging creative time to drive innovation

Delivery of RNAi therapeutics to disease-relevant destinations in the body has always been a major challenge. As we expand the potential of this transformative class of medicines to impact a wider range of rare and prevalent diseases outside the liver, delivery to the brain is one of the next frontiers.

Fueled by the motto of “Kainotomia,” meaning *innovation* in Greek, Alnylam scientists are encouraged to spend up to 20% of their time on “side projects” in areas that interest them. This forward-thinking ethos inspires creative, cutting-edge initiatives that push the field further.

Kirk Brown, Vice President of Research at Alnylam, was a key contributor to a multidisciplinary team of chemists, biologists, and clinicians who embarked on a side project to see if they could deliver RNAi therapeutics into cells of the central nervous system (CNS). Brown and team demonstrated that RNAi therapeutics linked to lipid molecules when injected into the cerebrospinal fluid reached deep brain tissues in preclinical models and showed a reduction in the levels of key proteins for months.

“We conducted a pilot project expecting to see a glimpse of a reduction of proteins in the brain. The results exceeded our expectations – we realized we had unlocked RNAi delivery to the CNS, and we hit the ground running.”

This exciting data paved the way for clinical trials to assess RNAi therapeutics’ potential to treat devastating brain diseases. Alnylam reported the first evidence of gene silencing with an investigational RNAi therapeutic in the CNS in patients during a small, ongoing clinical trial in early onset Alzheimer’s disease. Patients treated with an investigational RNAi therapeutic targeting amyloid precursor protein (APP) experienced rapid and sustained reduction in the levels of APP in the cerebrospinal fluid. Patients in the trial have now received more than one dose of the investigational RNAi therapeutic, and an encouraging safety profile is emerging, giving researchers confidence to assess the potential of this approach to address other neurological diseases.



Going from a side project to building a pipeline of investigational RNAi therapeutics targeting neurological diseases in a handful of years, that’s a very Alnylam story.”

Kirk Brown, PhD, Vice President of Research



Clinical Trials

As we deliver new treatments to patients, clinical trials enable the safe and effective evaluation of those treatments.

Clinical trials allow important questions to be asked before medicines become widely available. At Alnylam, we hold ourselves to high standards when it comes to conducting our clinical trials, from developing clinical trial processes, to enrolling patients, publishing the trial results, and improving the participant experience.

Our clinical operations team is responsible for creating clinical trial processes. Establishing the safety and effectiveness of a potential medicine begins with our choice of a contract research organization (CRO) to execute a clinical trial. Two CROs, IQVIA and PPD, are based in the United States and provide a wide range of clinical research services, including protocol design, trial assessment and design, as well as site identification and selection. Partnering with these organizations gives us access to best-in-class processes and a network of diverse patient populations. We work collaboratively with CRO partners to reach target patient populations specific to each investigational RNAi therapeutic.

Advancing Diversity in Clinical Trials

We know that to effectively study a potential product’s safety and effectiveness, it must be assessed across a wide variety of patients with diversity in age, sex, race, ethnicity, and other factors. We will continue to adhere to regulatory requirements related to diversity in clinical trials.

In recent years, we have worked to evaluate our process to de-stigmatize participation. Alongside our partners, we are advocating for diverse imagery in patient recruitment efforts and reaching patients where they are to introduce clinical trials in a comfortable environment. In 2024, Alnylam reported positive topline results from the KARDIA-2 Phase 2 study of zilebesiran for the treatment of hypertension. The KARDIA-2 study exceeded the enrollment quota and included a diverse patient population. This recruiting initiative carried over into our KARDIA-3 study of zilebesiran, as well. We are committed to enrolling a diverse patient population into our clinical trials with the hope of ensuring all communities can benefit from our scientific advances, and we continuously measure our metrics to ensure we meet our goals.

Our commitment to advancing clinical trial diversity includes continued investment in our partnerships. In collaboration with our CRO partners, we are actively decentralizing our trials to reach under-resourced communities. Our ongoing partnerships with organizations such as the Veterans Health Administration are key to this effort. Looking ahead to 2025, we plan to explore additional partnership opportunities focused on community outreach and promoting diverse trial participation.

In 2024, our collaboration with Novartis to support Historically Black Medical School Centers of Excellence through the Beacon of Hope Initiative made significant strides. We provided valuable guidance to help position these centers as future clinical trial sites. As we expand our pipeline to include more prevalent diseases such as hypertension and diabetes, we will have even greater opportunities to partner with Historically Black Colleges and Universities for these trials. By working together with our partners, we aim to ensure that our clinical trial findings accurately reflect the global and diverse patient populations our therapies are designed to serve.

Clinical Trial Transparency

Building on our efforts in 2023 to create a clinical trial website devoted to providing easy-to-understand information on all our trials, 2024 kicked off further enhancements for the site. The site, clinicaltrials.alnylam.com, provides patients, healthcare providers, caregivers, and the public with a user-friendly environment to explore our trials, find their locations, and understand their recruiting status. It also contains helpful information on what a trial is, what it is like to participate in a trial, and the importance of diversity in our trials. That information will now be available in multiple languages. We will also provide accessibility adjustments for an array of accessibility profiles.

We continue to create plain language summaries of our trial results to ensure that information on our trials is available in brief, clear, non-technical language, and these are hosted on our clinical trials website, along with our other trial information. In addition to creating summaries of the results, we also now create summaries of select protocols. These summaries detail a study’s design and goals to participants and interested parties.

Ensuring transparency with trial participants involves actively engaging with patients throughout the process to gather valuable feedback, particularly from those who may lack access to technologies that enable us to connect with patients online. We are committed to providing all participants in a clinical trial with equal access to information, both digitally and offline. Our approach is guided by our Clinical Trial Transparency Policy, which is managed by our Clinical Trial Disclosure

and Transparency team. Additionally, we have developed a system for sharing de-identified patient-level datasets with qualified scientific and medical researchers. We take pride in being at the forefront of this initiative within the rare disease sector, where the adoption of such disclosure practices has been slower.

Clinical Trial Data Sharing

We believe in the sharing and reuse of clinical trial data, as it plays a crucial role in advancing medical research, informing both participants and healthcare providers, and fostering public trust in the safety of investigational and approved treatments.

Our Alnylam Data Sharing Initiative is at the heart of our commitment to industry-leading transparency and openness. To support this effort, we continue our collaboration with the Vivli.org Consortium, a global platform for data sharing and analysis. Vivli.org serves as an impartial intermediary between data contributors (sponsors), data users (researchers), and the broader data-sharing community, providing a secure, password-protected environment for researchers to analyze the data. Our data-sharing guidelines are available on our Vivli member page. Researchers wishing to access our data can submit requests through a formal approval process managed by the Vivli platform and overseen by our Disclosure team in line with our data-sharing protocols. Once approved, the data is accessed and managed securely within the Vivli platform, ensuring compliance with our standards and practices.

Publishing Results, Sharing Insights

We regularly submit manuscripts for publication in peer-reviewed scientific and medical journals. To date, we have published more than 470+ peer-reviewed papers in leading international scientific journals, including *Nature*, *Nature Medicine*, *Nature Biotechnology*, *Cell*, and *The Lancet*. Our clinical research has been featured in the *New England Journal of Medicine* 13 times. We also use our platform Capella, the Online Voice of Progress in RNAi, as our destination for updates on our work for investors. In addition, our [RNAiScience](https://RNAiScience.com) website serves as a repository for key publications for U.S. healthcare professionals.

We also present our findings at world-class conferences that bring together experts to engage and learn from one another. We presented the results of our HELIOS-B study at the European Society of Cardiology (ESC) Congress in London, in August 2024. In addition, results presented at the Congress were simultaneously published in the *New England Journal of Medicine*. Results of the KARDIA-2 Phase 2 study of zilebesiran in hypertension were presented at the American College of Cardiology (ACC) Annual Scientific Session held in Atlanta, Georgia in April 2024 following the publication of topline study results in the *Journal of the American Medical Association* in March. We presented interim results from the nucresiran (ALN-TTRsc04) Phase 1 study at the American Heart Association scientific sessions held in Chicago, Illinois in November 2024.

Product Quality and Safety

We are committed to protecting our patients and study participants by maintaining a world-class pharmaceutical quality system.

This ensures patient safety, rights, and confidentiality in addition to data integrity, product quality, and excellence in manufacturing and distribution. All of our work is performed in accordance with relevant regulatory requirements worldwide.

We are proud to work with supply chain partners whose process of product serialization ensures the traceability of our products along the end-to-end supply chain from manufacturing to our customers. This process, together with additional packaging safety features, protects our patients from potential contamination, falsification, and other forms of tampering.





We foster an open, inclusive culture where employees feel valued, supported, and heard.

Employees

At Alnylam, we recognize that our people and culture fuel our ability to deliver on our commitments to patients.

Our employees accept the challenge daily to advance the RNAi revolution, bringing groundbreaking medicines to patients in need around the world. By investing in career development and personal wellbeing, and by fostering inclusion and engagement with diverse perspectives, we seek to promote a culture where everyone feels they belong and can thrive.

RELATED MATERIAL TOPICS



Diversity, equity, and inclusion



Occupational health and safety



Talent attraction and retention



Workforce culture



KEY PRIORITIES IN 2024



Priority: Increase visibility of and access to our open hiring process to attract a broad pool of top talent

PROGRESS: Continued existing partnerships and established new relationships with external institutions and organizations including and not limited to MassBio, Life Science Cares, and Northeastern University’s PharmD Fellowship.



Priority: Continue to publicly share self-reported demographic breakdown of senior leadership team and across all employees

PROGRESS: Included in this report are demographic numbers that have been updated as of December 31, 2024.



Priority: Obtain >90% favorable rating in key DE&I questions within company culture survey

PROGRESS: 2024 Culture Survey indicates that: Alnylam supports a diverse workplace (88% favorable); Alnylam supports an inclusive work culture (87% favorable); everyone here is treated fairly regardless of race, gender, age, ethnic background, sexual orientation, or other differences (88% favorable).



Priority: Increase DE&I engagement globally with introduction of country ambassadors and engagement of the International Region DE&I Leadership Team

PROGRESS: Continued to encourage involvement in Employee Resource Networks across the globe to enhance belonging and connection.

LOOKING AHEAD: PRIORITIES IN 2025

As Alnylam continues to expand in scope and size, ensuring our employees understand and identify with the direction and priorities of our organization is paramount. In 2025, we aspire to achieve 80% favorability companywide related to clarity in our vision and strategy. In conjunction with increased clarity is an effort to increase overall employee engagement, culminating in a goal of 93% of employees falling into the “engaged” category in response to 9 key engagement driver questions through Alnylam’s Annual Culture Survey.

At Alnylam, our culture is not just a byproduct of success - it's a deliberate and essential driver of it. We have spent years cultivating a strong, distinct culture that fuels high performance, deep engagement, and innovation. Guided by our Core Values of Commitment to People, Passion for Excellence, Open Culture, Fiercely Innovative, and Purposeful Urgency, we hold ourselves accountable to behaviors that reinforce integrity, collaboration, and a patient-first mindset.

As we continue to grow, we are deeply committed to scaling our culture, values, and behaviors across our global footprint ensuring that every team member, in every region, feels connected to our mission and empowered by the values that define Alnylam. Our culture is not static; it evolves with intention, anchored in our belief that how we work is just as important as what we achieve.

Additionally, we aim to increase membership and collaboration across Employee Resource Networks, as well as ERN engagement with community organizations in the locations where our employees live and work.

Workplace Culture

At Alnylam, the work we do is grounded in our Core Values of Passion for Excellence, being Fiercely Innovative, demonstrating a Commitment to People, fostering an Open Culture, and shaping the future with a sense of Purposeful Urgency. We strive to be the very best so we can improve human health and achieve extraordinary outcomes.

Achieving audacious goals would not be possible without the collaboration and passionate perseverance of our dedicated and talented employees. We work to develop an environment in which everyone feels empowered to share recommendations and ideas. We are committed to embracing and integrating the employee perspective into the strategic initiatives that will launch Alnylam to the next level. Each year, we see the results of our initiatives in strong employee sentiment scores and in external recognition globally. In 2024, we were named to the **Boston Globe’s “Top Places to Work”** list for the 10th year in a row. We also received specific recognition this year as a **“Diversity, Equity, and Inclusion Champion”**, a distinction awarded to only 26 of 175 companies on the list. We are proud to foster an inclusive, exceptional workplace where everyone can do their best work.

SPOTLIGHT

TOP EMPLOYER RECOGNITION

10

years in a row on Boston Globe's
“Top Places to Work” list

LinkedIn “Top Midsize Companies”
#3 overall, #1 among all pharmaceutical,
biotech and life sciences – recognizes top
U.S. companies for their commitment to
career growth and opportunities

13

USA Today “Top Workplace” – ranked 13/100
in the biotechnology category

Achieved a score of **90** out of **100** on the
Human Rights Campaign’s (HRC) 2023-2024
Corporate Equality Index (CEI)

10

countries presented with “Great Place to Work”
awards, including Switzerland and United Kingdom
for 7 consecutive years

4

years in a row on *Fast Company’s “Best Workplace for Innovators”*
that “celebrates company cultures that empower employees at
all levels to improve processes, create new products, or invent
new ways of doing business”

6

years in a row on *Science Magazine and Science
Careers “Top Place to Work”*

Recognized as a *“Best Workplace
for Parents”* by Fortune



Valuing Employee Perspectives

Alnylam leadership team members and managers employ an open-door culture organization with all employees. We value new ideas and diverse perspectives and believe employees should feel empowered to share their thoughts openly with leaders. In addition, we conduct a comprehensive Annual Culture Survey to understand employees' perspectives on our values, experience, and ways we can continue to shape our workplace. We had a 92% employee participation rate in this year's survey, with 1,851 participants responding from more than 16 countries. Our overall favorability score was 77%, which exceeds the industry average of 74% in 2024.



“

Our approach to people and culture is guided by our Core Values, and a firm commitment to inclusivity. These principles, and a 'Challenge Accepted' mentality that together, we can fuel life-changing innovation, is the common denominator behind our success.”

Melissa McLaughlin
Chief Human Resources Officer

Purpose and Connection Drive Our Culture

We focused on the three C's (Clarity, Community and Career) as opportunities for improvement. Based on the results of this year's survey where we see communities strengthening within our teams and expertise areas, we will do more to scale and embed our sense of community and camaraderie across a growing organization. Our employees experience connection and respect for each other and for diverse perspectives, with 86% knowing they can depend on team members, 88% believing team members treat each other with respect, and 88% believing Alnylam supports a diverse workplace.

Results also show strong clarity of purpose and vision at an individual level. However, alongside Alnylam's growth, we see an overall decrease in the number of employees who clearly understand Alnylam's vision for the future, offering an opportunity to further communicate the vision that will catapult us into the next chapters of our journey. Although an impressive 74% of Alnylam employees believe their job provides opportunities to learn and grow, our leadership team has identified professional growth opportunities and recognition as priorities for 2025.

CULTURE SURVEY HIGHLIGHTS

95%

of employees are considered highly or moderately engaged

80%

of employees recommend Alnylam as a great place to work

93%

of employees believe Alnylam is dedicated to service patients in need

88%

of employees believe Alnylam supports a diverse workplace

88%

of employees believe Alnylam will be successful in the future

80%

of employees believe leaders at Alnylam demonstrate integrity

78%

of employees believe the Alnylam vision is clearly understood

88%

of employees believe that Alnylam participates in activities and supports causes that benefit the larger community

GLOBAL EMPLOYEE SNAPSHOT*

ALNYLAM EMPLOYEES	
Total employees	2,230
Total U.S. employees	1,758
GLOBAL GENDER BREAKDOWN	
Female	56%
Male	44%
GLOBAL WORKFORCE BY AGE	
Under 30 Years Old	197
30-50 years Old	1,446
Over 50 Years Old	587
RACIAL COMPOSITION OF U.S. WORKFORCE	
White	62%
Asian	23%
Black or African American	6%
Hispanic or Latino	6%
Two or more races	2%
American Indian or Alaska Native or Pacific Islander	0%
DEMOGRAPHIC HIGHLIGHTS	
Women in leadership positions (VP or above)	40%
U.S. employees who self-report as members of diverse populations**	37%
U.S. Veterans	22%

*All statistics based on totals as of December 31, 2024.

**Alnylam does not set hiring targets. Company tracks actual data regarding representation at all levels. Defined as those who self-reported based on descriptions listed. 18% of the U.S. employee population chose not to disclose their race and ethnicity.

EXECUTIVE LEADERSHIP SNAPSHOT

Alnylam's Board of Directors	
Board members	12
Female Board members	5
Board members from underrepresented populations**	2
ALNYLAM'S EXECUTIVE LEADERSHIP TEAM	
Members	10
Female members	3
Members from underrepresented populations**	3



Diversity, Equity, and Inclusion

We are proud of our diverse and talented workforce, and it is important that all employees feel they belong and are empowered to achieve their full potential.

As a biotechnology leader, it is imperative our R&D processes, clinical trials, and patient advocacy include representation from diverse populations that are impacted by disease areas targeted by our drugs. Our team members understand that these tenets are a foundational part of our success as a company. We focus on efforts to ensure our team members feel a strong sense of inclusion and belonging, feeling empowered by their work at Anylam in meeting their personal and professional goals.

In our 2024 Culture Survey results, we saw ongoing positive results with 88% of employees sharing that they believe Anylam supports diversity in our workplace. In addition, 88% of our employees feel accepted by their coworkers and believe they are treated fairly by the company and their peers.

We also assess gender pay gaps among employees in our U.S. operations, which shows less than a 1% gender pay gap among those employees. We are not able to statistically validate outside of the U.S. based on the smaller footprint of our global offices, though we will continue to explore opportunities to glean strong data related to pay equity.

Our work in DE&I has been recognized externally by global DE&I leaders, reflected in awards including Bloomberg's Gender Equality Index and Human Rights Campaign Corporate Equality Index in recent years.

SPOTLIGHT

ERN ACTIONS IN 2024

SHADES fosters opportunities throughout the year to share multicultural experiences with colleagues.

In 2024, hundreds of Anylam employees participated in events celebrating Juneteenth, Hispanic Heritage Month, Holi and Diwali, Black History Month, AAPI Heritage Month, among others.



SPOTLIGHT

ERN ACTIONS IN 2024

SAGA partnered with OUTbio in December 2024 to bring together biotech professionals from across the region to celebrate the holiday season at Alnylam.

Kasha Witkos, Head of International Business and TTR Lead, Executive Sponsor of SAGA said, “It is so important that everyone feels able to bring their authentic self to work, and to be accepted and respected for who they truly are. Events like this help to celebrate the progress we’ve made in our industry and recognize the road ahead that each of us play a part in developing for the future.”



Employee Groups

Alnylam’s Employee Resource Networks (ERNs) are company-sponsored, employee-led groups that enable networking, education, and advocacy globally. They are based on shared experiences, with the common goal of building community and cultivating a sense of belonging within Alnylam. Our ERNs are open to everyone and include:



iThrive

Empowering women



Sexuality & Gender Alliance (SAGA)

Supporting LGBTQ+ individuals and allies



SHADES

Multicultural network



ACCESS

Networking, advocacy, and support for colleagues with disabilities



Parenting Together at Alnylam (PTA)

Supporting parents



Green Team

Encouraging environmental actions for employees and teams



ULearn

Activating employees to participate in mentorship and educational outreach



Veteran’s ERN

*NEW
Launching in 2025*



SPOTLIGHT

MULTICULTURAL DAYS

In 2024, Alnylam celebrated its second annual Multicultural Day in multiple markets globally.

This day recognizes, honors, and celebrates diversity and multiculturalism among our employees. In Massachusetts, colleagues gathered at our 675 West Kendall Street headquarters to learn more about 15 of the countries, regions, and nationalities that represent our employees. Under the theme of “Games,” employees highlighted and showcased their multicultural identities and unique differences, along with games that are popular or originate from their respective countries and regions.



Talent Attraction and Retention

We believe that with our long-term investment in employee-focused initiatives, we can effectively attract and retain quality employees who share our values.

Attracting and Recruiting Top Talent

Bringing talented new employees to Alnylam is more important now than ever as we grow rapidly toward becoming a top-tier biotech by the end of 2025. This endeavor is supported by our partnerships with many institutions and organizations dedicated to education and providing opportunities for our specialized and unique workforce.

For example, in 2024 we continued our partnership with Northeastern University’s PharmD Fellowship, which equips postdoctoral students with the skills necessary to develop advanced medicines in the future. This year, 19 fellows at Alnylam worked in their core areas of expertise, with the flexibility to discover new opportunities and participate in teaching opportunities at Northeastern.

Our Talent Acquisition Team collaborates with our ERNs to ensure we reach diverse talent through external partnerships, including Women in the Enterprise of Science & Technology, MassBIO, Women in Bio, Healthcare Businesswomen’s Association, Lab Central, OUTbio, The Color of Biotech, Latinos in Bio, and many more.

We also actively engage with organizations to post our career opportunities on job boards attracting diverse candidates including VeteranJobs, LatinoJobs, NativeJobs, OverFiftyJobs, LGBTJobs, DisabilityJobs, BlackCareers, AllBilingualJobs, and others.

SPOTLIGHT

GROWING OUR WORK FORCE

In 2024, we hired more than 90 students from 21 schools for co-ops and internships.

In addition to our long-time co-op partnership with Northeastern University and summer internship recruitment program with Project Onramp through Life Science Cares, we added partnerships with the University of Massachusetts Lowell and the Wentworth Institute of Technology in 2024. Forty emerging biopharma professionals from these schools made a remarkable impact across multiple teams during their 6 months with us. The students joined us to gain experience across a wide range of expertise areas (EAs), including Strategic Technologies, Global Marketing, Analytical Development, among others. In addition to supporting their EAs, the students were integrated into the Alnylam culture, participating in company wide programming and activities designed to help them develop industry knowledge and further develop their professional skills.



SPOTLIGHT

ANTARES LEADERSHIP PROGRAM

Team leads from across Europe recently gathered in Zug, Switzerland, to celebrate our most recent class of ANTARES program graduates and participate in an inspiring panel discussion on leadership and professional growth.

Our ANTARES program is part of our commitment to leadership development at all levels of our organization and is conducted globally twice each year.



Employee Professional Development

Each year, Alnylam partners with employees to offer training, career development workshops, and targeted programs at every stage in their career journey. In addition, employees have access to tuition reimbursement and year-round elective learning classes hosted by Alnylam leaders and outside experts through an online learning platform.

In 2024, we continued our flagship career development and training programs including the ANTARES Leadership Program focused on high-potential Senior Manager to Associate Director level employees. We refreshed this program with a new Alnylam Leadership Model, a set of five core leadership competencies focused on critical attributes in leadership for Alnylam's future.

In the last year, 272 employees participated in the popular Alnylam Mentors Program. We also continued our core BETA program while launching BETA Fundamentals as a resource hub to support line managers. In 2024, we launched our Catalyst Program for Leadership Development in our International Commercial and Medical Field teams.

Workplace Health and Safety

We actively develop policies, processes, and benefits programs that support our employees and their families and ensure they feel healthy, safe, and protected in their workplaces.

Workplace Safety

We recognize that workplace safety is a shared responsibility and that our employees play an integral role in maintaining a safe environment. We are committed to complying with all relevant health and safety regulations and standards and continuously strive to exceed industry norms. Our Health and Safety program is designed to prevent accidents, reduce risks, and promote the overall wellbeing of all individuals who interact with our business.

We encourage open communication and feedback about health and safety concerns. Employees are empowered to report any unsafe conditions or near-misses. We hold ourselves accountable by taking swift action to resolve safety issues and by fostering a culture where safety is a top priority for all stakeholders.

Each year, we monitor the health and safety activities, challenges, and opportunities of our facilities and offices around the world. In 2024, we conducted third party reviews of our occupational health and safety programs for our employees in Brazil and Japan.

In 2024, we were pleased to see our global injury rate drop to 0.31 per 100 full-time employees (FTE), significantly lower than a composite industry average of 1.20 per 100 FTE*. Our ongoing focus on education and injury protection includes employee wellness checks, workplace medical screenings, ergonomics, vaccinations, display screen equipment eye exams, work-related illness and injury evaluations and treatment, reproductive health screening, and more.

* 1.20 is the latest available data as 2024 industry data has not been published yet.



Supporting Employee Wellbeing

Alnylam employees can access a broad range of health and wellness benefits for themselves and their loved ones. Our Total Rewards program offers a highly competitive benefits package that attracts, retains, and motivates employees with incentives that align with business goals, culture, and values. Through offering comprehensive health and welfare plans, family building supports, and support for mental health awareness, we prioritize the physical and mental health of our workforce and their families.

Our Total Rewards program includes compensation, incentive pay, benefits, recognition, life balance, career, and mental health components. Benefits and programs (which vary by country) include medical, dental, and vision plans, flexible spending accounts, life insurance, disability coverage, mental health, and substance abuse services. Our Employee Assistance Program (EAP) offers employees and their families 24/7 access to professional and confidential counseling. We offer a free subscription to Headspace and multiple emotional health services, both standalone and through our medical plan providers. These mental health benefits programs aim to create a supportive and inclusive environment where employees feel empowered to prioritize their mental wellbeing. By offering a range of services and resources, we strive to ensure that our employees have the tools they need to lead healthy, fulfilling lives both at work and at home.

In 2024, we partnered with Carrot to assure all employees have access to support in their family building journey with a \$30,000 lifetime benefit. We also implemented Parentaly, a virtual platform offering support on topics including reproductive health, starting a family, healthy pregnancy, parenting, managing menopause, and more. Another new benefit includes Bump Health’s Baby Academy to offer virtual pregnancy and maternity classes at no cost to our employees. Our parental leave allowance continues to be 13 weeks of 100% paid time off, which does not need to be taken all at once, following the birth or adoption of a child. This benefit has no waiting period and extends to all parents across Alnylam.

Our financial benefits expanded in 2024 to include an increased 401K company match in the retirement savings program from 4% to 5%. We offer company paid life insurance, and an Employee Stock Purchase Plan to help employees on their financial journey.

In November, we again celebrated “Alnylam Global Wellness Month” and a dedicated “Wellness Week” engaging internal and external leaders to provide tips for achieving big, bold goals and developing resilience by caring for our mental and physical health. Employees participated in online and in-person sessions related to health, fitness, financial and professional development, management, and mental and social wellbeing. This year, more than 200 virtual sessions were available worldwide.

CASE STUDY



Carrot Fertility Benefit

In 2024, Alnylam took a bold step toward redefining inclusive fertility benefits by offering Carrot Fertility to all employees worldwide. Recognizing that traditional fertility benefits often exclude many individuals and families, Alnylam sought a solution where every family-building journey is valued and supported.

Traditional plans often overlook adoption, gestational carrier services, and fertility preservation unrelated to medical treatments. Additionally, many health plans require an infertility diagnosis, which excludes single-intending parents and same-sex couples. Lack of proactive engagement, financial barriers, and inadequate access to culturally competent care further limit inclusiveness. Alnylam’s program addresses these challenges to ensure all Alnylam employees can access care by introducing a benefit with features including:

- No infertility diagnosis requirement, ensuring that all employees receive support.
- Comprehensive support for fertility treatment, adoption, gestational carriers, and fertility preservation.
- Proactive engagement through early interventions and telehealth services, ensuring members are supported from the start of their journey.
- Financial accessibility, removing upfront cost burdens and offering telehealth services at no cost.
- Culturally competent care, connecting employees with access to a broad set of inclusive providers and resources.

Since the program’s launch, over 150 Alnylam employees globally have benefited from Carrot’s fertility solutions. This initiative has empowered employees to pursue parenthood without financial or systemic barriers. By prioritizing a comprehensive and accessible fertility benefit open to all employees, Alnylam continues to support its workforce in meaningful ways.

2024 ALNYLAM HIGHLIGHTS FOR CARROT FERTILITY BENEFIT

Alnylam registration rate	8.5%
Carrot Plans created	152
Approved reimbursements	\$435,000+





Communities

We actively engage people in tackling the world's most pressing community and health equity challenges.

Communities

Our passion to improve human health stands at the center of our community impact work and extends into our local communities around the world.

Through cross-sector collaboration, innovative investment approaches, and employee engagement, we accept challenges that address the needs of our patients, neighbors, and communities. Together, we mobilize our time, talents, and resources to reduce the barriers that limit access to quality health care, increase student learning about RNAi and STEM, and support people during their most difficult times.

RELATED MATERIAL TOPICS



Community impact



Health equity



STEM education



KEY PRIORITIES IN 2024



Priority: Refresh our focus on partnerships for health equity, dedicating additional resources to support cardiovascular health equity and refreshing our global approach to Alnylam Challengers

PROGRESS: Continued investment in our multi-year partnerships in the U.S. and internationally related to Alnylam’s flagship Challengers program focused on health equity. Our corporate responsibility team has also been working on a Challengers expansion strategy with new initiatives to be announced in 2025.



Priority: Continue to increase employee engagement in our community impact and health equity work

PROGRESS: Expanded the set of opportunities for employees to get involved. In 2024, nearly fifty percent of employees participated in company-wide Community Service Week, Alnylam Challengers events, and disaster-response campaigns.



Priority: Reimagine the advocacy grant program to provide capacity building for patient advocacy organizations globally

PROGRESS: Established a new working group to inform our approach to amplifying patient advocacy, including reviewing grant programs outlining plans to further build out these initiatives in 2025.

LOOKING AHEAD: PRIORITIES IN 2025

The year ahead promises to be a transformational and pivotal time for Alnylam and the patients that we serve. We view this as an opportunity to expand and evolve how we apply our ‘Challenge Accepted’ spirit to address health equity challenges in bold and innovative ways. In 2024, we began the process of refreshing our Alnylam Challengers program and will begin to rollout additional initiatives and partners in 2025.

Our employees are at the heart of our community-focused efforts, stepping up time and again to tackle challenges facing our communities. We remain committed to providing access and time for engagement by growing Community Service Week, supporting organic employee-led initiatives, and responding together to disasters around the globe.



Health Equity

Alnylam Challengers: Accepting Challenges to Improve the Health of Humanity

We believe that all people should have access to quality health care, medicines, and wrap-around supports to realize healthy and fulfilled lives. Yet today, this is not a reality for millions of people living in under-resourced communities around the world. That’s why we created Alnylam Challengers, our global signature community impact program, in 2021.

This initiative seeks to improve health outcomes by rallying behind bold leaders and organizations increasing access to personalized care and support services for under-resourced communities. These “Challengers” - community health workers, patient navigators, nonprofit leaders, social entrepreneurs, and volunteers - are activating innovative approaches to deliver culturally competent care and connect people to much needed community and health-related resources.

Through a multi-year partnership with Acumen America, we continued to advance and amplify the work of eighteen innovative, entrepreneurial organizations removing barriers to healthcare access and addressing other Social Determinants of Health (SDOH), including transportation, medication adherence, insurance, and language barriers. At the Alnylam Challengers Symposium in January 2024, inspirational leaders Emily Brown of Attane Health and Jonathan Kumar of Samaritan shared their social impact business models and entrepreneurial approaches to improving access to nutritious food and housing with Alnylam employees and Boston leaders.

By partnering with four innovative European charities, we continued to support refugees in their journey toward employment and entrepreneurship. Securing quality work can break the cycle of poverty, enable people to improve their health outcomes, and establish more stable lives for themselves and their families.

SPOTLIGHT

SUPPORTING REFUGEES IN EUROPE: ALNYLAM CHALLENGERS AND THE PATH TO EMPLOYMENT

In Europe, *Alnylam Challengers* addresses critical employment and SDOH obstacles that refugees face in their new countries to help them rebuild their futures.

Through partnerships with four innovative community-based charities, we provide refugees with the tools to succeed through employment, education, and entrepreneurship, all of which contribute to long-term wellbeing, health, and stability.

In the UK, **Refugee Action**’s programs assist people in navigating the job market through training and personalized employment support. In the Netherlands, **Forward•Inc**’s digital entrepreneurship course helps refugees launch businesses. **Soleterre Foundation** in Italy offers practical training in various trades, and **Netwomening** in Spain connects Afghan women with mentorship and support, empowering them to rebuild their careers.

Alnylam employees are deeply involved, mentoring refugees and fostering cultural exchange with a shared vision for a more inclusive future. These partnerships have already made significant impact, helping hundreds of refugees secure employment, launch businesses, or pursue further education.



SPOTLIGHT

“ONLY 4%” – SCIENCE CLUB FOR GIRLS

Black and Latina women represent only 4% of scientists and engineers in the U.S.

This statistic, from Alnylam partner Science Club for Girls (SCFG), has nothing to do with lack of interest or aptitude; it has everything to do with lack of access, persistent stereotypes, and systemic injustices. To raise awareness and inspire others, Alnylam colleagues Sedna Darkey and Kiara Donald - both members of our ULearn Employee Resource Network - became Ambassadors for the “Only 4%” initiative, lending their personal stories and experiences to encourage young girls.



STEM Education

Introducing and Advancing Careers in STEM

Each day, Alnylam’s scientists work to develop therapies that can change the lives of patients around the world. We know that reducing global health inequities and continuously advancing our industry requires a robust pipeline of new scientists and biotech teams that reflect the communities they serve. To meet this need, we are working to proactively cultivate the next generation of scientific professionals and leaders through collaboration with leading nonprofit organizations to educate, train, and inspire young people from a wide range of backgrounds to pursue careers in STEM and biotech.

In 2024, we continued our flagship partnership with the Activators program at **Nucleate**, providing direct support and mentorship for the next generation of bioentrepreneurs in their lab-to-market journey. Alnylam team members also engaged with **Enroot** to support career panels for first-generation immigrants, participated in the **Science Club for Girls** ‘Transform the Face of STEM’ campaign, and took part in the **Massachusetts Science and Engineering Fair** and **Cambridge Science Festival**. Alnylam scientists also helped review high school student research papers in partnership with **The Journal of Emerging Investigators**. We continue to support middle and high school students interested in science and STEM careers, as well as the promising scientific work of highly talented graduate researchers in RNAi and other disciplines. These partnerships actively engage Alnylam’s ULearn and other ERNs focused on STEM education.

CASE STUDY



Alnylam’s Partnership with Nucleate

Too many promising biotechnology entrepreneurs fail to realize the full potential of their innovative approaches to treating disease. Without access to capital, mentorship from industry veterans, and the skills needed to run a biotechnology company, it is nearly impossible for these entrepreneurs to succeed. To address this reality, since 2021 Alnylam has partnered with [Nucleate](#), a global non-profit organization founded at Harvard and MIT with a mission to educate and empower the next generation of life science leaders by democratizing access to education and opportunity.

Alnylam’s partnership centers on [Nucleate’s Activator](#) program, which supports entrepreneurial founders with workshops, mentoring from biotechnology leaders, and funding opportunities through pitch competitions. This program provides financial support without taking fees or equity, which enables founders to focus 100% of their funding on growing and scaling their fledgling companies. Each core Nucleate chapter - 20 across the globe in 2024 - hosts a

pitch day and grants an **Alnylam Scientific Excellence Award** to the team that presents the most rigorous, potentially transformative science. Select awardees are subsequently brought to Cambridge, MA for the **Alnylam BioVenture Challenge**, where Alnylam executive leaders serve as judges and award \$120,000 in grants to the winners (\$100,000 first prize, \$10,000 each for 2nd and 3rd place).

At its heart, Nucleate is a grassroots effort run by students, for students. The exponential growth of new chapters and programs speaks to the unmet need in translating biotech academic training into career and professional development opportunities. Beyond support of the Activator program, Alnylam leaders have provided mentorship and guidance in support of Nucleate’s organic growth and expansion. With Alnylam’s support, Nucleate has expanded from its locally focused beginnings in Boston to operating in more than 30 locations around the world.



The relationship with Alnylam is a true partnership. Alnylam came in at an inflection point and seeded a growth that wouldn't have happened without them. They continue to support us today as we grow and deliver on that impact.”

Zach Cogan, Nucleate Co-President



SPOTLIGHT

COMMUNITY ENGAGEMENT

Community Service Week is a powerful example of our Core Values in action.

In October of 2024, we hosted Alnylam’s 4th annual global Community Service Week. Over 1,000 employee volunteers – close to half of our company - dedicated 3,000 hours of service, contributing to 48 projects across the 14 countries where we operate. Their work addressed numerous social determinants of health (SDOH) and included assembly of sanitary kits for Boston Children’s Hospital families, packing hygiene kits with the Boston Health Care for The Homeless Program, participating in First Aid Training with the Red Cross in France, among others. Alnylam provided \$75,000 in donations to nonprofit partner host organizations.



Employee Service in Our Communities

As our company has grown, so too have opportunities for employees to get involved in supporting our local communities. Our annual company-wide global Community Service Week, Alnylam Challengers events, disaster-response fundraising campaigns, and other initiatives engage employees in-person and virtually throughout the globe.

Employees are encouraged to share ideas, organizations, and causes they care deeply about. Their passion and energy fuel the activation of a wide-range of employee-driven volunteer engagements, fundraising campaigns and sustainability-related programming. Highlights in 2024 include: the Norton team’s Old Colony Habitat for Humanity build days, the Finance team’s Charles River Cleanup, Corporate Strategy team’s Rosie’s Place support, and the Alzheimer’s Research team’s Alzheimer’s Association Walk Fundraiser, among many others.

Beyond group activities, Alnylam also encourages all employees to act on their personal interests by providing eight hours annually of Volunteer Time Off (VTO) as a formal employee benefit. We utilize the online platform Benevity, which makes it easy for employees to find and register for volunteer events, track their hours, and give to causes they care about. In 2024, Alnylam employees utilized more than 3,000 VTO hours engaging in positive impact through service.



SPOTLIGHT

HUMANITARIAN RELIEF

Throughout 2024, Alnylam employees, along with the entire world, witnessed devastating natural disasters, including the unprecedented and widespread flooding in Brazil and Spain, the hurricanes in the southeastern U.S., and the powerful storms in parts of Asia.

With Alnylam employee donations of approximately \$17,000, plus \$45,000 in corporate charitable donations and matching funds, Alnylam contributed to humanitarian relief through non-profit organizations such as Casa Hunter, American Red Cross, World Central Kitchen, and Direct Relief.





SPOTLIGHT

“GIVE WARMTH, GIVE HOPE”

Winter can be a cruel time for individuals experiencing homelessness.

Since 2020, Alnylam employees have rallied behind the incredible work of Cambridge and Somerville Programs for Addiction Recovery (CASPAR). In 2024, employees reached an ambitious \$20,000 goal for the ‘Give Warmth, Give Hope’ fundraiser. This helped provide over 2,000 essential winter items – including boots, coats, and socks– to support more than 600 individuals in the area where our headquarters is located.





SPOTLIGHT

COMMUNITY RECOGNITION

We're proud to be recognized as a responsible and ethical company, and a role model for fast growing small to mid-sized companies seeking to establish formal corporate responsibility and ESG programs. This work is deeply personal for our employees and embedded throughout our business.



Awarded a place on the Humankind 100 list for the 3rd year in a row. HumanKind Investments is an investment services company that focuses on socially responsible investing.



Named in December of 2024 to Newsweek's "America's Most Responsible Companies 2025" for the 3rd year in a row, moving from #422 in 2023 to #153 in 2025.



Planet

We seek to improve the health and sustainability of our planet.

Planet

At Alnylam, we recognize that the health of the global population is inextricably linked to the health of our planet.

We believe it is essential to minimize our impact on the environment and work to address the growing threat of climate change. We consistently work to enhance our data collection and monitoring processes, and seek out opportunities to reduce our environmental footprint, further integrating our commitment to environmental excellence into our global focus on transforming lives and improving the health of humanity.

In 2021, we began the process to monitor and report Scopes 1 and 2 and select Scope 3 greenhouse gas (GHG) emissions. This year we have added additional Scope 3 emissions categories to broaden the picture of our environmental footprint in preparation for developing pragmatic targets and meeting future requirements of the Corporate Sustainability Reporting Directive and other regulatory requirements and reporting frameworks.

RELATED MATERIAL TOPICS



Climate change



Energy



Waste



Water and wastewater



KEY PRIORITIES IN 2024



Priority: Continue Scope 1 and 2 GHG emissions calculation and work toward determining baseline year

PROGRESS: Verified our Scope 1, 2, and 3 emissions. Expanded our Scope 3 reporting to include all relevant and applicable categories.



Priority: Continue to report on select Scope 3 categories and develop processes to explore additional Scope 3 calculations

PROGRESS: Completed and verified the GHG Scope 3 inventory for Categories 1, 2, 3, 4, 11 and 12 for both 2022 and 2023.



Priority: Certify two Anylam laboratories with My Green Lab Certification

PROGRESS: Achieved Green Lab Certification for the Norton QC Lab and the High Throughput Synthesis Lab.



Priority: Reduce market-based emissions from green power purchase plans at Norton and Alewife facilities

PROGRESS: Announced both facilities are now powered by renewable energy, reducing our carbon footprint by 1600 metric tons CO₂e.



Priority: Complete water risk assessment using World Resources Institute Water Risk Atlas and the World Wildlife Fund Water Risk Filter

PROGRESS: Completed water risk assessment for all sites globally. Identified that 14% of global locations are in areas with High or Extremely High baseline water stress, critical to water management planning going forward.

LOOKING AHEAD: PRIORITIES IN 2025

As we step into 2025, our environmental team remains committed to strengthening our data collection and verification processes to ensure compliance with key global regulations. This team will play a pivotal role in a double materiality assessment and driving improvements in Scope 3 data collection.

In 2025, we will continue to advance our solar panel project for our Norton manufacturing facility, anticipating the system to be fully operational in 2026.

We will explore additional opportunities to meet global expectations for our company and our products, from lifecycle analysis to global framework alignment and submissions.

Our Environmental Impact

Our work in Environmental Health and Safety (EHS) across Alnylam is guided by a framework called EQUINOX that engages our employees and enables them to build a strong and meaningful EHS culture. This central environmental management system encourages cross-functional teams to monitor and mitigate impacts across our operations. EQUINOX is our guidepost for continuous improvement, pushing us to best-in-class practices.

As Alnylam grows, we actively seek opportunities to demonstrate that our environmental strategy is aligned with best practices in our industry. Laboratories are known to be resource intensive spaces. In 2024, two of our labs successfully achieved certification through My Green Lab, which is considered the gold standard for sustainable laboratory practices globally. Meeting the requirements for certification will enable these labs to address energy, water, and lab waste, ultimately impacting greenhouse gas emissions. This achievement marks a significant milestone in our sustainability journey, and we plan to expand this initiative by certifying additional labs in the coming years.

Energy Use and Greenhouse Gas Emissions

In 2024, we continued efforts to more accurately calculate our environmental footprint, working with a leading global technical sustainability agency on data collection and verification. Our Scope 1 and 2 greenhouse gas (GHG) emissions, and all the material Scope 3 emissions categories, are included on page 67 of this report where we provide 3 years of verified data from 2022 to 2024. Alnylam aligns GHG disclosures with the WRI GHG Protocol and ISO 14064-1 standards and commits to continual improvement of data collection, analysis, and independent verification methods.

Through investments in new green power purchase plans, both the Norton and Alewife manufacturing facilities are now powered by renewable energy, resulting in a significant reduction in our carbon footprint and reducing market-based energy emissions by 1600 metric tons of CO2e for 2024.

At our Alewife and 675 West Kendall Street facilities, the replacement of aging lighting systems with new energy-efficient i-LED lights is projected to save 105,634 kWh of electricity annually. This upgrade enhances energy efficiency and reduces energy consumption.

SPOTLIGHT

POLYCARBIN LAB WASTE RECYCLING

In 2024, we partnered with Polycarbin to enhance our laboratory recycling initiatives.

Through this collaboration, approximately 2.1M gallons of water use was avoided, we recycled over 2,000 lbs of plastic waste, and eliminated over 12,000 lbs of CO2e emissions. Polycarbin's innovative platform for recycling and remanufacturing lab plastics helps us minimize the environmental footprint of scientific innovation, and reduce dependence on fossil fuels.

2.1M

**gallons of water
use avoided**

2K

**pounds of plastic
waste recycled**

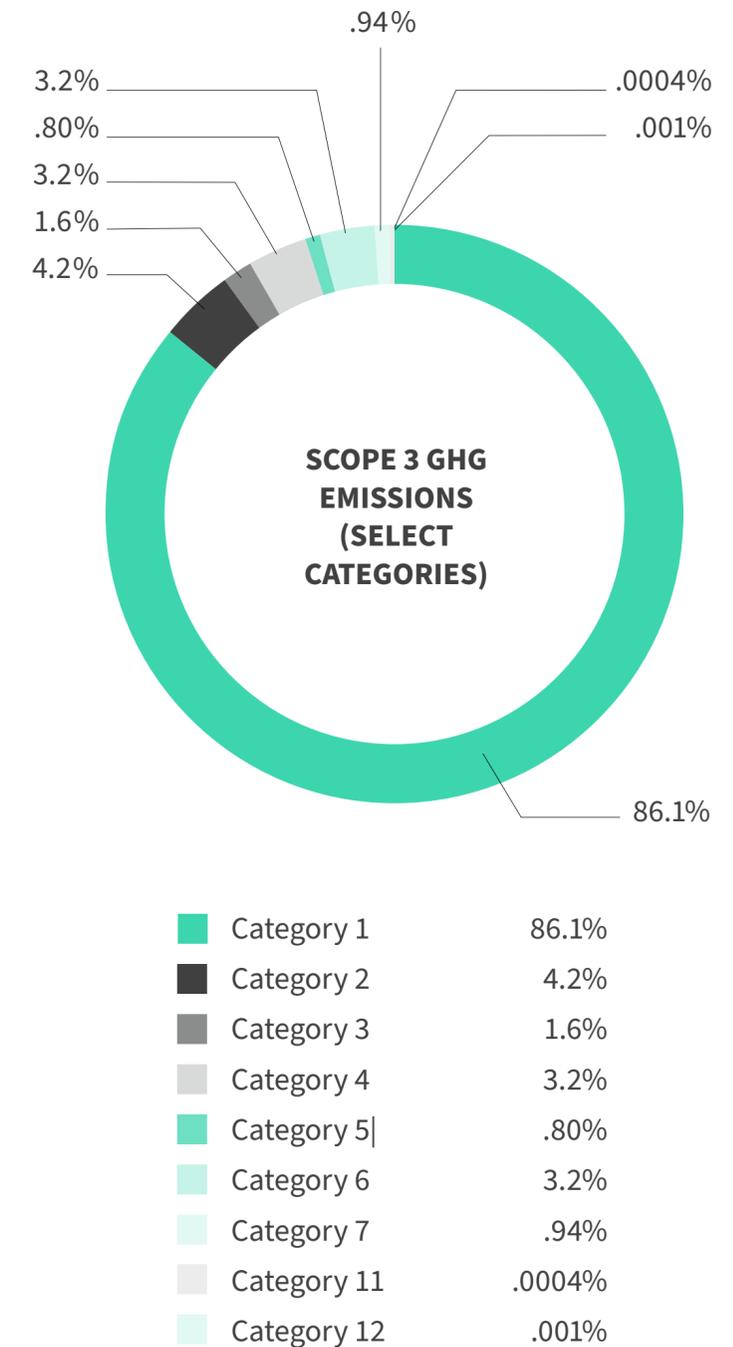
12K

**pounds of CO2e
emissions eliminated**



ALNYLAM'S GLOBAL ENERGY AND EMISSIONS FOOTPRINT

METRIC	UNITS	2022	2023	2024
Scope 1 GHG Emissions	Metric Tons of CO2e	4,114	3,546	3,832
Scope 2 GHG Emissions (Location Based)	Metric Tons of CO2e	10,066	9,898	9,677
Scope 2 GHG Emissions (Market Based)	Metric Tons of CO2e	10,087	9,918	8,018
Scope 3 GHG Emissions (Select Categories)	Metric Tons of CO2e	143,068	151,376	160,413
Category 1 –Purchase Goods and Services	Metric Tons of CO2e	116,366	126,451	138,154
Category 2 –Capital Goods	Metric Tons of CO2e	12,920	11,274	6,755
Category 3 –Fuel and Energy Related Activities	Metric Tons of CO2e	2,742	2,626	2,498
Category 4 –Upstream Transportation and Distribution	Metric Tons of CO2e	5,545	5,901	5,068
Category 5 – Waste Generated from Operations	Metric Tons of CO2e	840	1,072	1,281
Category 6 – Business Travel	Metric Tons of CO2e	2,233	2,200	5,139
Category 7 – Employee Commuting (including “Work from Home”)	Metric Tons of CO2e	2,419	1,849	1,514
Category 11 –Use of Sold Products	Metric Tons of CO2e	1	1	1
Category 12 –End-of-Life Treatment of Sold Products	Metric Tons of CO2e	2	2	2
GHG Emissions Intensity	Metric Tons CO2e/FTE	69	75	74
Energy Intensity	kWh/Sq. Ft.	26.53	26.58	26.46
Total Energy Consumption	MWh	24,403	24,565	23,862



* Third-Party Data Verification Completed For All Data. FTE = Full-time Employee

Using Resources Responsibly

Water Management and Conservation

Across our industry, water is a critical raw material for research, development, and manufacturing processes, used for everything from ingredient production to equipment maintenance. As part of our water management and stewardship globally, we actively monitor water quality to ensure no harmful discharge or runoff reaches our local watersheds. We collect data on our water usage across our facilities through facility level meter readings and analysis of utility bills globally to determine water withdrawal, discharge, and consumption totals. In some cases, gaps in data have been filled with consistent estimation methodologies that factor in total employees in a location and water discharge averages in that location.

Water Management Projects

At our 675 West Kendall Street research and development facility, the implementation of the Purified Water RO Unit Thermal Sanitization Optimization Project resulted in annual savings of 30,888 gallons of water (GPY) and 36,379 pounds of steam (lbs/year). Additionally, at our Norton manufacturing facility, the Boiler Plant Sample Cooling System Conversion successfully transitioned the sample cooler from a once-through system to a chilled water-based cooling system. This project also recovered the sample stream from the Nalco Chemistry Controller, achieving impressive savings of approximately 1,029,398 gallons of water (GPY) and 1,400 therms of gas per year.

ALNYLAM GLOBAL WATER FOOTPRINT

METRIC	UNITS	2022	2023	2024
Water Withdrawal	Million Gallons	26	30	24
Water Discharge	Million Gallons	12	15	10
Water Consumption	Million Gallons	14	15	13

* All water used by Alnylam is drawn from and discharged to municipal systems.

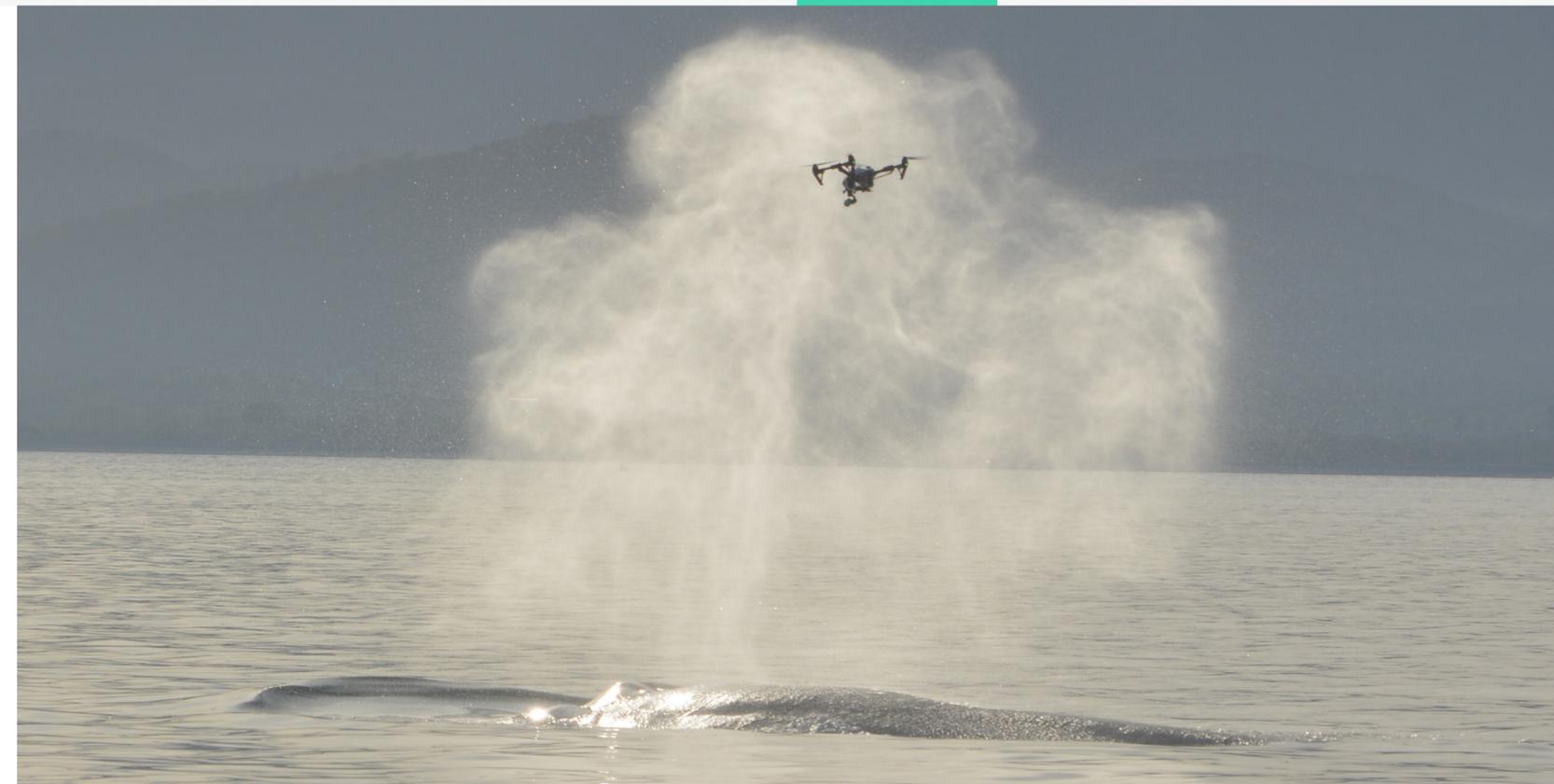
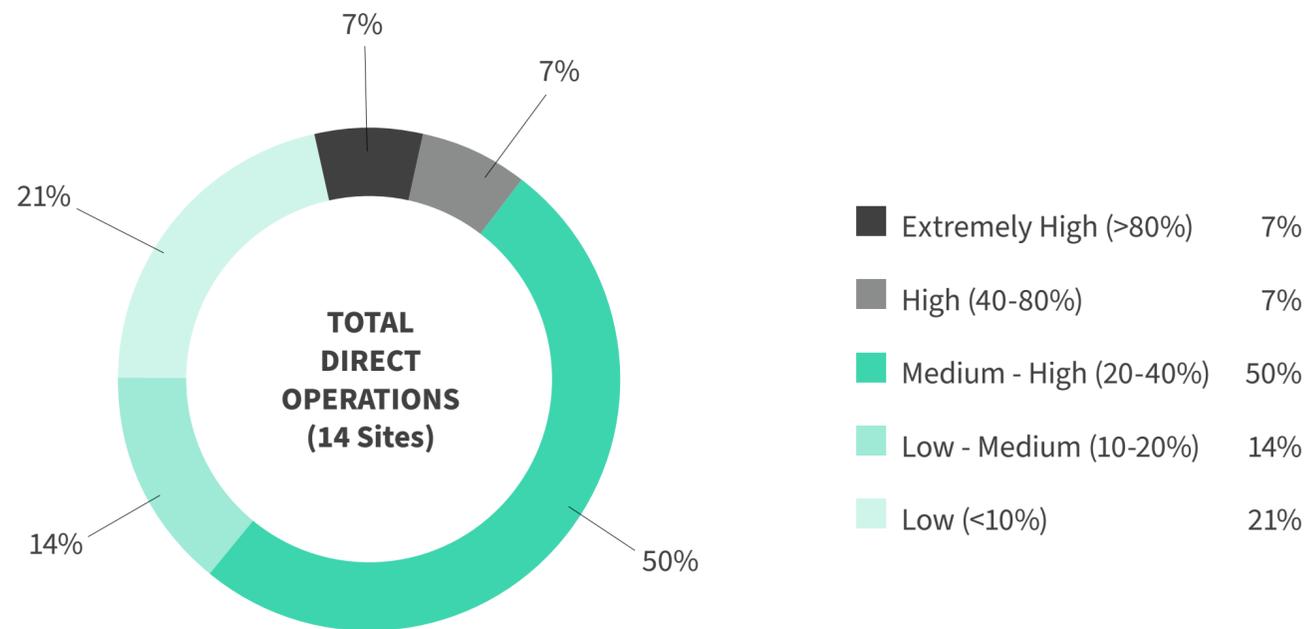


Assessing Water Risk

In 2024, we successfully completed a comprehensive water risk assessment for our global sites. The analysis identified two locations of concern, located in areas of Extremely High/High baseline water stress. Overall, 14% of our global sites are in areas classified as having High or Extremely High baseline water stress.

This insight is critical for shaping our future water management strategies and ensuring sustainable operations.

2024 WATER STRESS ASSESSMENT



SPOTLIGHT

OCEAN ALLIANCE PARTNERSHIP

In 2024, we partnered with Ocean Alliance (OA), an organization dedicated to the welfare of aquatic animals, particularly whales, to advance scientific discovery and gain learnings about how to protect this species.

Through this collaboration, OA successfully tagged and collected respiratory data from two whales – a mother and her calf – using their innovative Snotbot Drones, a proprietary technology.



Controlling Waste

We are actively working to quantify and ultimately reduce our waste footprint at Alnylam. We know our manufacturing processes are chemically intensive and require responsible handling of both non-hazardous (municipal solid waste) and hazardous waste. As part of our GHG data collection process, we quantify total hazardous and non-hazardous waste across all owned and Alnylam-leased facilities.

To minimize our waste and increase reuse and recycling initiatives, we work to identify opportunities to optimize our treatment and disposal processes. In 2024, our Alnylam Kendall campus hosted several waste-reduction initiatives. As part of a cleanout initiative, 4,484 lbs of materials were recycled, repurposed, or donated by Re-Stream on behalf of Alnylam in February of 2024. This effort included clearing shared spaces and an estimated 620 workstations and offices, contributing to our ongoing sustainability and waste reduction goals. Additionally, as part of our Earth Day initiatives, we hosted a company-wide e-waste recycling event that successfully recycled 688 lbs of electronic waste from our Kendall Square facility, and 330 lbs from our Norton facility.

Employee Engagement in the Environment

At Alnylam, employee efforts are an important part of our ongoing actions to protect our environment. In 2024, Alnylam’s Green Team organized volunteer opportunities, nature walks, and global sustainability challenges which encouraged employees to reduce their individual carbon footprints. The Green Team is also responsible for establishing our relationship with My Green Lab to help address waste and energy consumption in our laboratories through their certification program.



Our environmental sustainability efforts are deeply rooted in action and impact—not just words. We are integrating strong environmental practices into our operations. Environmental excellence isn’t a side project; it’s imperative we embrace sustainability to ensure a healthier world for future generations.”

Timothy Maines,
Chief Technical Operations and Quality Officer



GLOBAL WASTE MANAGEMENT FOOTPRINT

METRIC	UNITS	2022	2023	2024
Non-Hazardous Waste				
Landfilled	Metric Tons	107	122	157
Waste-to-energy	Metric Tons	96	211	105
Recycled	Metric Tons	67	70	72
Incinerated	Metric Tons	2	1	4
Composted	Metric Tons	0	0	3
Diversion Rate*	Percentage	25%	17%	22%
Construction & Demolition Waste				
Landfilled	Metric Tons	0	0	4.35
Waste-to-energy	Metric Tons	0	2.05	0
Recycled	Metric Tons	0	0	0
Incinerated	Metric Tons	0	0	0
Diversion Rate*	Percentage	0%	0%	0%
Hazardous Waste				
Landfilled	Metric Tons	0	0	0.11
Waste-to-energy	Metric Tons	107	198	644
Recycled	Metric Tons	8	5	8
Incinerated	Metric Tons	473	343	74
Diversion Rate*	Percentage	1%	1%	1%

* Includes allowable diversion technologies or methods as defined by the Green Building Certification Institute.



CASE STUDY



Electronic Patient Information Leaflets Conserve Resources and Increase Efficiency

Traditionally, pharmaceutical products include the dissemination of approved product information (i.e. professional and patient labeling) through a paper hard copy that accompanies the product package. While many companies and regulators offer electronic versions of approved labeling on their websites, some countries still require paper copies to accompany packages. Japan has been a pioneer in implementing digitized product leaflets and removing product packaging since 2021.

An e-leaflet is the digital version of the traditional paper leaflet, and it becomes available much sooner than its paper counterpart. Paper leaflets can take over six months to revise, print, pack, and distribute, delaying the availability of updated information to healthcare providers and patients.

Aiming to eliminate the need for paper copies of labeling and provide real-time, interactive information to both patients and healthcare providers, Alnylam’s Global Labeling team initiated an e-leaflet project in 2023.

As a long-term initiative, this project required collaboration with cross-functional teams to implement the solution across Alnylam, with continued success depending on the collective ownership of key stakeholders.

In 2024, Alnylam participated in the e-leaflet pilot in Portugal to remove the paper leaflet for ONPATTRO®. Subsequently, we successfully implemented the e-leaflet in Australia (ONPATTRO®), Canada (GIVLAARI® and OXLUMO®), and Portugal (ONPATTRO®). As a result, approximately 31,000 U.S. letter-sized pages of paper were saved in 2024. In 2025, the Global Labeling team will be pursuing e-leaflet implementation for several additional countries and products.





Governance

We set high standards for our employees and partners.

Governance

As Anylam grows, our commitment to ethics and integrity remains steadfast.

Our values call for urgency and innovation, but we will never sacrifice our responsibility and commitment to integrity in the pursuit of these values. Our success and our continued ability to serve patients depend on our strength in governance upholding and leading legal, compliance, and ethical standards for our industry.

RELATED MATERIAL TOPICS



Corporate governance



Data security and privacy



Supplier responsibility



Transparency



KEY PRIORITIES IN 2024



Priority: Develop a broader framework for small and diverse supplier mentorship programs within Alnylam and continue mentorship with Diversity Alliance for Science (DA4S) businesses

PROGRESS: Global Strategic Sourcing mentored Wet Cement (a Disability-Owned and Woman-Owned certified business) as part of the DA4S's mentorship program, which provides training and consulting services to enhance confidence, communication, and culture within companies.



Priority: Expand our outreach to Veteran and Service-Disabled Veteran-Owned Enterprises

PROGRESS: Joined the Veterans in Business (VIB) Network and attended VIB's Express Connect event in Boston to connect with multiple Veteran and Service-Disabled Veteran-Owned Suppliers. This played a key role in helping us exceed Veteran-related spend goals in 2024.



Priority: Increase diverse supplier spend by 5% in 2024

PROGRESS: Achieved 4.98% small business spend in 2024 and continue to evolve supplier partnerships. A breakdown of supplier categories and 2024 spend is included in this section of the report.



Priority: Continue to develop and enhance key compliance policies, processes, tools, and training

PROGRESS: Implemented new and updated policies and procedures across the enterprise, including the External Funding Global Policy and Patient Support Program Global Procedure. Enhanced Enterprise Risk Management and Compliance Risk Assessment processes, a new monitoring and dashboarding tool, and updated new hire training.

LOOKING AHEAD: 2025 PRIORITIES

In 2025, our Ethics and Compliance team will continue to build operational excellence through the development and enhancement of policies, procedures, processes, tools, and training, further embedding and strengthening our culture of integrity across the enterprise. This will include, among other initiatives, enhanced global policies and supporting procedures, tailored resources providing key guidance for cross-functional teams, and a refreshed Compliance Champions Program to amplify our compliance culture.

In early 2025, we plan to roll out a cross-functional process titled Buying@Alnylam, a partnership across Strategic Sourcing, Finance, Legal, IT, and Ethics and Compliance teams. This new end-to-end buying process enhances overall controls and due diligence to strengthen oversight and partnership with third parties.

In addition, we will continue to evolve our supplier engagement initiatives, including strengthening our collaborations and partnerships, with the aim to further grow our small business investment in 2025.

Corporate Governance

We place a strong emphasis on delivering long-term stockholder value while maintaining robust corporate governance practices. We have a largely independent Board of Directors, comprised of individuals with diverse skills and qualifications, to ensure effective oversight. As of December 31, 2024, 83% of our Directors are independent and 42% identify as women, including two individuals who identify as members from underrepresented populations. Our CEO, Yvonne Greenstreet, MD, MBA, serves as a member of the Board and leads our Executive Leadership Team (ELT), comprised of our most senior leaders.

Our Board of Directors are actively and constructively engaged in the exercise of their duties and responsibilities and have established four key standing committees:

- Audit
- Nominating and Corporate Governance
- People, Culture, and Compensation
- Science and Technology

Committee charters are published online to facilitate transparency and accountability.

BOARD MEMBERS AND COMMITTEE REPRESENTATION

Chair of the Board

Amy W. Shchulman

Audit Committee

Peter N. Kellogg, Chair
 Olivier Brandicourt, MD
 Colleen Reitan

Assist the Board's oversight of the Company's accounting and financial reporting processes and the audits of the Company's financial statements.

People, Culture, and Compensation Committee

Colleen Reitan, Chair
 Olivier Brandicourt, MD
 Elliott Sigal, MD, PhD

Assist the Board in the discharge of its responsibilities relating to compensation of the Company's executive officers.

Nominating and Corporate Governance Committee

David E.I. Pyott, Chair
 Dennis A. Ausiello, MD
 Carolyn Bertozzi, PhD
 Margaret A. Hamburg, MD
 Amy W. Schulman

Recommend to the Board the persons to be nominated for election as directors at any meeting of stockholders; develop and recommend to the Board a set of corporate governance principles applicable to the Company; and oversee the evaluation of the Board.

Science and Technology Committee

Phillip A. Sharp, Ph D Chair
 Dennis A. Ausiello, MD
 Carolyn Bertozzi, PhD
 Elliott Sigal, MD PhD

Assist the Board's oversight of the Company's research and development activities and advise the Board with respect to strategic and tactical scientific issues.



Corporate Responsibility Governance

The Board’s Nominating and Corporate Governance Committee provides oversight of and engagement with our CR and ESG-related matters.

As we grow and scale our organization, we continuously assess our decision-making mechanisms, and how existing governance bodies are functioning. In 2024, Alnylam’s ELT approved the establishment of a new governance body, the Enterprise Operating Committee (EOC), which is dedicated to oversight of general administration topics. This group is made up of a dedicated cross-functional group of senior leaders at Alnylam and oversees a diverse range of topics, including our corporate responsibility focus areas. Members are appointed based on their knowledge, experience, and ability to contribute to the strategic objectives of the group. The EOC allows senior leaders to contribute to key business decisions and serves as a forum for collaboration and knowledge sharing among members to promote best practices and innovation.

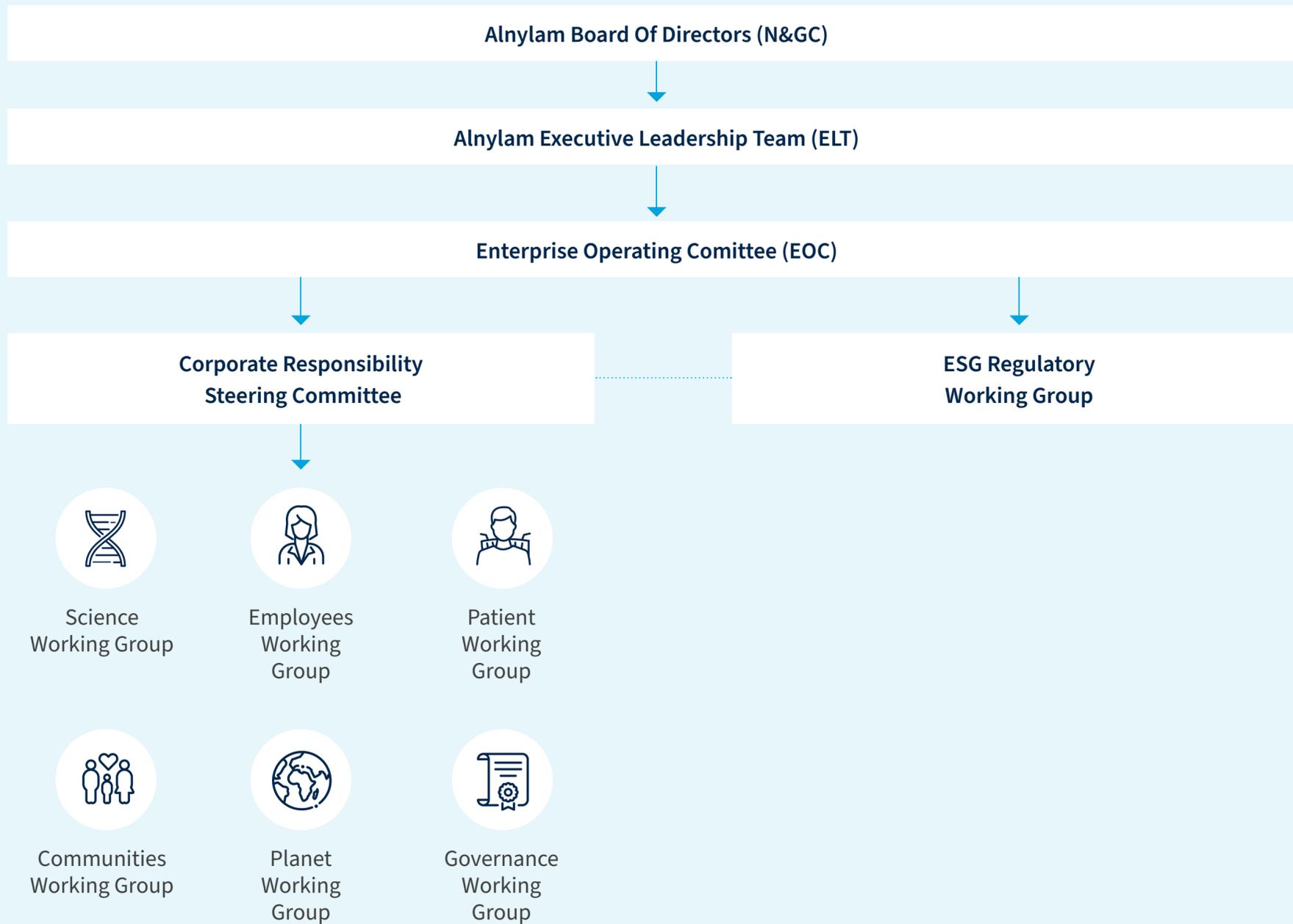
Alnylam’s focus on cross-functional teams forms the basis of our CR governance approach – integrating responsibility, sustainability, and integrity throughout our business.

Members of our ELT and EOC contribute to and work with the leaders across each of Alnylam’s CR Pillars – Patients, Science, Employees, Communities, Planet, and Governance. Each pillar has a working group comprised of key leaders and subject matter experts from across the company and develops ongoing strategic initiatives, sets and reviews key performance indicators, and leads the development of data and reporting.

In 2024, Alnylam convened a new ESG Regulatory Working Group, comprised of members of Alnylam’s Legal, Finance, Ethics and Compliance, and ESG teams. In coordination with the CR Steering Committee, this working group is monitoring the requirements of the EU’s Corporate Sustainability Reporting Directive (CSRD) and advancing compliance-related initiatives. As part of this systematic process, we expect to perform a Double Materiality Assessment, a European Sustainability Reporting Standards (ESRS) gap analysis, and a strategic CSRD-informed planning process. This process will position Alnylam for any CSRD-aligned requirements in 2026. We also anticipate issuing our new Human Rights Principles Statement in 2025.



CORPORATE RESPONSIBILITY GOVERNANCE STRUCTURE



Ethics and Compliance

Alnylam’s Global Ethics and Compliance (E&C) program is overseen by a Chief Ethics and Compliance Officer (CECO). The E&C team focuses on several strategic priorities to identify and mitigate risks and empower ethical decision-making:

- Governance
- Risk Assessment
- Policies, Procedures, and Guidance
- Systems and Tools
- Monitoring and Analytics

Alnylam’s Corporate Compliance Committee, which is comprised of the Executive Leadership Team and co-chaired by Alnylam’s CEO and CECO, regularly meets to actively evaluate and address potential compliance risks and maintains oversight of the Global E&C Program. Additional cross-functional compliance committees across Alnylam at the regional, market, and functional levels extend our governance and oversight by engaging leaders across the enterprise for risk identification and mitigation efforts. The CECO also regularly reports to the Board’s Nominating and Corporate Governance Committee, which has specific oversight responsibilities for all non-financial compliance matters and maintains an active dialogue with the CECO and other members of management on Alnylam’s evolving risk profile, the operation of and enhancements to the Global E&C Program, and execution of our risk mitigation strategies.

We continue to meet all applicable transparency obligations at the state and federal levels in the U.S. and globally by disclosing relevant payments and other transfers of value to healthcare professionals and healthcare and patient organizations. As Alnylam grows, so do our obligations related to transparency in this regard. We actively monitor changes to local laws and regulations and are committed to meeting expectations and obligations in this area accordingly.

In 2024, our E&C team built upon our efforts in previous years to deliver on our strategic priorities. We continued to develop and enhance key policies, procedures, and training, most notably updating our External Funding Global Policy and our new hire training, as well as issuing a new Patient Support Program Global Procedure. We enhanced our Enterprise Risk Management and Compliance Risk Assessment frameworks, including implementation of a new technology to support and scale our risk assessment processes through automation and dashboards.

In 2025, as part of the Buying@Alnylam program, the E&C team is launching an upgraded tool to harmonize, streamline, and strengthen our compliance review and approval processes. We are also prioritizing the completion of a cross-functional set of human rights principles, a global policy on Enterprise Risk Management, and updated policies on healthcare providers and patient interactions. In addition, the E&C team is creating numerous handbooks and guidance for key business units to ensure team members have the resources they need to ensure compliance in their day-to-day work. Alnylam’s Code of Business Conduct and Ethics (Code) remains the global standard for our commitment to ethical

practices and principles. While Alnylam operates in regions with distinct laws and regulations, this global Code ensures we consistently uphold the highest standards for responsible operations, product quality, patient safety, privacy, ethical research, communicating product information, employee wellbeing, and other key areas. Annually, we review our Code to ensure its relevance as Alnylam expands globally.

Our Code and Open Door Policy outline the various channels available for reporting concerns at Alnylam. The Alnylam Helpline is available 24/7, both by phone and online, for reporting concerns, including anonymously. The Helpline, which is managed by a third party on Alnylam’s behalf, is available at 800-231-8685 or helpline.alnylam.com. International dialing instructions and local phone numbers for countries outside the United States can be found by visiting the Helpline online. All reports of concerns received by Alnylam will be taken seriously and addressed in accordance with company policies and applicable laws.

In 2024, we continued to increase awareness of the Helpline and Alnylam’s ‘Speak Up’ culture by updating the Open Door Global Policy, Global Reporting and Internal Investigations Policy, and related global and local reporting and investigations procedures.

We also continued regular engagement with employees globally on key topics related to ethics, integrity, and personal accountability for compliance. This includes issuance of quarterly Compliance Bulletins from our CECO (issued to all employees) and compliance messages delivered at company trainings and other meetings from both the E&C team and business leaders.

Data Security and Privacy

Alnylam’s Global Privacy Program ensures our commitment to privacy is embedded into our business practices for patients, employees, partners, and other stakeholders. Alnylam’s Data Governance Committee (DGC) oversees our information governance including data classification, use, retention, and disposal of data, and data privacy practices globally.

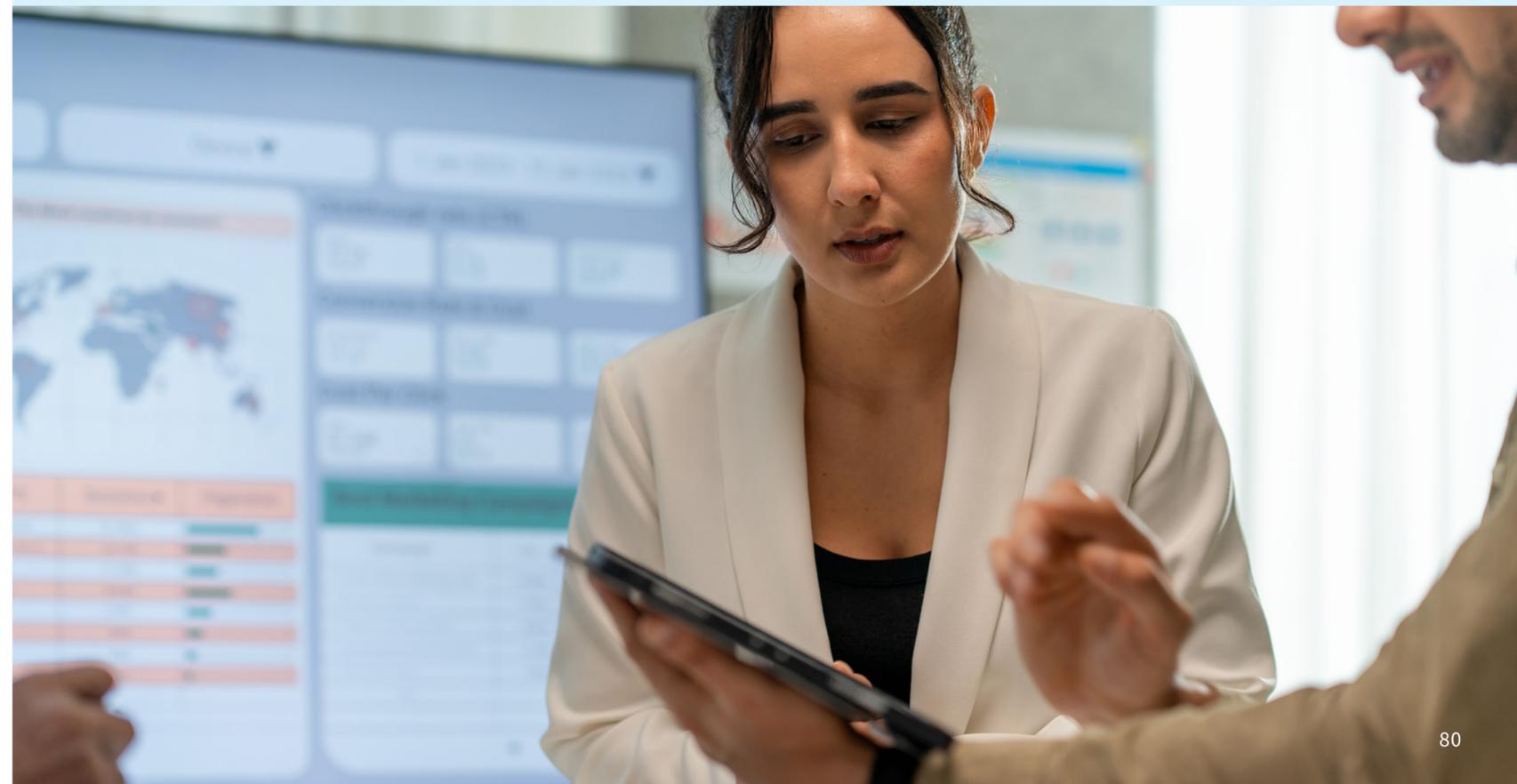
In 2024, we continued implementation of our [Responsible Use of Artificial Intelligence statement](#), which is available on Alnylam’s Corporate Governance page; this statement supplements Alnylam’s Privacy Policies, our Code of Business Conduct and Ethics, and other pertinent policies regarding personal data protection and use. We ensured our AI Governance Council remained in close contact with the business throughout the year to evaluate global understanding and potential usage of AI business tools across Alnylam.

SPOTLIGHT

ALNYLAM MONITORING AND ANALYTICS PLATFORM

In 2024, the E&C team launched a new monitoring tool, leveraging data analytics to enhance our monitoring capabilities with respect to global company spend transactions.

The tool enables our Ethics and Compliance (E&C) team to risk score spend transactions to identify potential outliers and helps the E&C team provide dashboards to senior leaders across the enterprise to inform discussions and decisions around potential compliance risks.



SPOTLIGHT

INTEGRITY WEEK

Acting with the highest standards of ethics and integrity is a fundamental expectation for any company working in an industry dedicated to developing medicines and meeting the needs of patients who are counting on us.

We held Alnylam’s annual Integrity Week in March 2024 to support, encourage, and grow our open culture where employees feel comfortable raising questions and potential concerns to their managers, senior leaders, the E&C team, or other trusted business partners. This year’s theme of *Integrity in Action* was intended to raise awareness of our personal accountability for compliance and the ways that each of us can practice integrity every day.



Political Engagement and Advocacy

Alnylam recognizes the importance of sharing our perspectives on relevant public policy matters. We believe that political engagement is one tool to advance our voice on policies such as promoting innovation and enhancing patient access.

In 2024, Alnylam’s Political Action Committee (PAC) continued to contribute to individual candidates who support our values for United States federal office in both major parties. Alnylam PAC does not contribute to 527 groups, such as super PACs. In compliance with Federal Election Commission regulations and rules regarding contributions and disclosure, in 2024, our PAC donations totaled \$39,500 at the federal level with 47% going to candidates from the Democratic Party and 53% going to candidates from the Republican Party. For more information, please refer to filings submitted under the Alnylam PAC FEC ID: C00670331.

Supplier Responsibility

Our supplier relationships are guided by Alnylam’s Global Strategic Sourcing Policy and Supplier Code of Conduct, ensuring we are establishing supplier relationships with companies whose ethical standards and values match our own.

We work diligently to implement responsible, ethical purchasing practices that comply with global laws, industry standards, internal policies and controls, business rules, and global regulatory requirements. To support these efforts, Alnylam will launch in early 2025 a Global Third-Party Risk Management program including centralized technology, policies, and procedures enabling the company to better identify, assess, and mitigate risks that arise from business interactions with Third Parties across multiple risk areas.

Supplier Engagement

At Alnylam, we recognize the pivotal role that small businesses and diverse suppliers play in our corporate responsibility strategy and efforts to increase the resilience of our supply chain. The economic impact resulting from the growth of these businesses and the competition generated by developing these suppliers aligns with Alnylam’s Core Values of “Commitment to people,” being “Fiercely innovative,” and “Passion for excellence.”

We contract with a broad array of suppliers, including small businesses. These collaborations have played a key role in strengthening our internal strategy by increasing our exposure to the best industry practices and providing visibility to established small businesses with potential to collaborate with Alnylam in the future.

Alnylam achieved 4.98% small business spend in 2024. For 2025, we are aiming to further increase this spend. 2024 was the first year we reported our spend on small businesses to the U.S. government, and we reported over \$41.5M in investment across various Small Business Enterprises (SBE) supplier certifications.

To achieve these goals and drive program maturity, we have established a multi-pronged strategy focused on proactively engaging with a broad array of suppliers as part of our business and sourcing strategies, increasing data quality and actionable insights to drive awareness of small businesses, and establishing communication plans to increase internal stakeholder engagement.

SPOTLIGHTS

SUPPLIER FEATURES

HistoWiz is a New York-based histology service provider offering high-quality digital pathology solutions including comprehensive sample management and staining services, whole-slide imaging, and AI-driven analysis.

Because of HistoWiz’s uniquely rapid turnaround time, Alnylam’s investment with HistoWiz has increased substantially each year. Alnylam scientists report that HistoWiz helps us overcome in-house bottlenecks and provides a quality product within our tight timelines. We are expanding into more complex projects and developing new workflows for future growth. HistoWiz is certified as a Small Business Enterprise (SBE) and as a Small Disadvantaged Business (SDB).



2024 ACHIEVEMENTS

159

Small Business Enterprises (SBE)

\$41.5M+

spent with Small Business Enterprises (SBE)

\$2.2M+

spent with Veteran-Owned Small Businesses (VOSB)

\$0.7M+

spent with HUBZone (Historically Underutilized Business Zone) Businesses

4.98%

of total supplier investment spent with Small Business Enterprises (SBE)

\$4.2M+

spent with Women-Owned Small Businesses (WOSB)

\$2.5M+

spent with Small Disadvantaged Businesses (SDB)

\$1.4M+

spent with Service-Disabled Veteran-Owned Small Businesses (SDVOSB)

SPOTLIGHTS

SUPPLIER FEATURES

Alnylam has worked with DK Pierce & Associates, Inc. (DKP), a market access consulting company, beginning prior to ONPATTRO® receiving FDA approval, to ensure our efforts in building access to our products are successful and that patients are able to start and stay on therapy.

DKP's expertise in navigating complex regulatory landscapes and reimbursement processes make them a valuable partner for Alnylam. In 2025, Alnylam will expand its relationship with DKP as we prepare for the launch of vutrisiran in ATTR-CM. DKP is a Woman-Owned Small Business (WOSB/SBE) and an employee-owned company.



CASE STUDY



Strategic Technology and Data Initiatives Bolster Alnylam’s Vision and Growth

In the fall of 2024, Mike Tirozzi joined Alnylam as the Chief Information and Data Officer at a critical inflection point for the company. He quickly observed Alnylam’s culture, noting that “It’s something special here. The people in the organization really seem to pull together. It’s clear we’re all moving in the same direction and are excited about Alnylam’s mission and growth.” Mike has worked closely with executive leadership to identify Alnylam’s key business goals and outcomes over the next five years and has mobilized his team to develop a multi-year data and technology roadmap to support these goals.

This process involves conducting a comprehensive inventory of all technology and data assets across the organization to understand the current state, and then mapping out the specific technology and data investments needed to support Alnylam’s future vision and growth. Launching vutrisiran in ATTR-CM requires coordination across many business areas, including ensuring that all technology systems and data capabilities are prepared to support the launch. Transitioning technical platforms to enable holistic integration and secure data access, privacy, transparency, and control is crucial.

As the data landscape at Alnylam grows, data management and data governance will continue to be prioritized, and we intend to drive improvements in our data privacy practices as a component of putting patients first in all that we do.

Positioning for the future also includes being prepared to leverage rapid advancements in generative AI and other AI technologies. Alnylam is focused on ensuring data is well-organized and structured to be ready to integrate with external AI solutions. We will also selectively develop our own differentiated AI capabilities. As AI capabilities advance, ethics and privacy remain foundational, and Alnylam will continue to assess and update our AI policies and processes accordingly.

Mike looks forward to continuing to build technological capabilities to support Alnylam’s growth ambitions. “This is what I enjoy; it’s a fun time to be here.” He notes that biotech and technology are very interconnected, and these cross-capabilities will continue to advance the possibilities of the industry.



It’s something special here. The people in the organization really pull together. It’s clear we’re all moving in the same direction and are excited about Alnylam’s mission and growth.”

Mike Tirozzi, Chief Information and Data Officer





Data Summary

About this Report

Our CR Steering Committee and the Working Groups focused on each of our major CR pillars have overseen the creation of our 2024 Corporate Responsibility Report. Together, these teams have set goals, reflected on previous years’ priorities, and enhanced our key performance indicators to track our performance in Corporate Responsibility.

This report is framed around our CR pillars and the topics within those pillars identified in our 2021 materiality assessment. In 2023, Alnylam conducted a refresh of our materiality assessment to ensure these topics remained relevant to our current reporting. In 2023, we continued to prepare our report in accordance with the Global Reporting Initiative (GRI) Standards: Core option and the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Standard. The Scope 1 and 2 GHG Inventory included in this report has been independently verified at the Limited Assurance level by Cameron-Cole based on the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol. A complete verification statement can be found [here](#).



Alnylam Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. All statements other than historical statements of fact regarding Alnylam’s expectations, beliefs, goals, plans or prospects including, without limitation, statements regarding Alnylam’s aspiration to become a top-tier biotech company, the potential for Alnylam to identify new potential drug development candidates and advance its research and development programs, Alnylam’s ability to obtain approval for new commercial products or additional indications for its existing commercial products, the goals and priorities of Alnylam’s corporate responsibility programs and reporting of its corporate responsibility-related metrics, and the planned achievement of its “Alnylam P⁵x25” strategy, should be considered forward-looking statements. Actual results and future plans may differ materially from those indicated by these forward-looking statements as a result of various important risks, uncertainties and other factors, including, without limitation, risks and uncertainties relating to: Alnylam’s ability to successfully execute on its “Alnylam P⁵x25” strategy; Alnylam’s ability to discover and develop novel drug candidates and delivery approaches and successfully demonstrate the efficacy and safety of its product candidates; the pre-clinical and clinical results for Alnylam’s product candidates, including vutrisiran, zilebesiran, and mivelsiran; actions or advice of regulatory agencies and Alnylam’s ability to obtain and maintain regulatory approval for its product candidates, including vutrisiran, as well as favorable pricing and reimbursement; successfully launching, marketing and selling Alnylam’s approved products globally;

delays, interruptions or failures in the manufacture and supply of Alnylam’s product candidates or its marketed products; obtaining, maintaining and protecting intellectual property; Alnylam’s ability to successfully expand the approved indications for AMVUTTRA® in the future; Alnylam’s ability to manage its growth and operating expenses through disciplined investment in operations and its ability to achieve a self-sustainable financial profile in the future without the need for future equity financing; the direct or indirect impact of any future pandemic on Alnylam’s business, results of operations and financial condition; Alnylam’s ability to maintain strategic business collaborations; Alnylam’s dependence on third parties for the development and commercialization of certain products, including Roche, Novartis, Sanofi, Regeneron and Vir; the outcome of litigation; the risk of future government investigations; unexpected expenditures; and changes in the legal and regulatory environment, including environmental, health and safety laws and regulations; as well as those risks and uncertainties more fully discussed in the “Risk Factors” filed with Alnylam’s 2024 Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC), as may be updated from time to time in Alnylam’s subsequent Quarterly Reports on Form 10-Q, and in other filings that Alnylam makes with the SEC. In addition, any forward-looking statements represent Alnylam’s views only as of today and should not be relied upon as representing its views as of any subsequent date. Alnylam explicitly disclaims any obligation, except to the extent required by law, to update any forward-looking statements.

2024 SASB INDEX

Alnylam is proud to report based on recommended metrics for Sustainability Accounting Standards Board (SASB) framework for biotechnology and pharmaceuticals. We have reported here all metrics in this standard which are material to the Alnylam business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2024 unless otherwise noted.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Our clinical operations team ensures trials are safe and results are disclosed in a timely and accessible manner. We disclose our results regardless of whether they are positive or negative and regularly share the results of trials with the scientific community. We actively work to increase diversity in clinical trials, ensuring the safety and effectiveness of a potential treatment is evaluated across a wide spectrum of patients. Clinical Trial Practices: Alnylam CR Report: Science Section: p. 35. Alnylam Clinical Trials Website: https://clinicaltrials.alnylam.com
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Alnylam experienced zero FDA enforcement actions in 2024. Clinical Trial Practices: Alnylam CR Report: Science: p. 35.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	We work to maintain consistent pricing approaches, ensuring sustainable innovation for rare and ultra-rare diseases. We are committed to growth through continuous innovation, not arbitrary price increases. In 2024, Alnylam implemented a price increase on several of our products, by a modest percentage that does not exceed inflation. Patient Access: Alnylam CR Report: Patients: p. 17.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	
HC-BP-250a.1	List of products listed in the Food and Drug Administration’s (FDA) MedWatch Safety Alerts for Human Medical Products database	No Alnylam products are currently listed in the MedWatch Safety Alerts database. The FDA MedWatch Safety Alerts for Human Medical Products database can be publicly accessed here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program .

2024 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	No fatalities have been associated with Alnylam products as reported in the FDA Adverse Event Reporting System, which can be publicly accessed here: https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-system/faers/fda-adverse-event-reporting-system-faers-public-dashboard
HC-BP-250a.3	Number of recalls issued, total units recalled	Zero recalls to report in 2024.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2024, Alnylam accepted 334 vials of returned product, 28 of which were reused.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Zero FDA enforcement actions related to the manufacturing of Alnylam products in 2024.
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Alnylam employs a process of serialization and utilizes Tracelink software to ensure ongoing traceability across our supply chain. Product Quality, Safety and Supply: Alnylam CR Report: Science: p. 37.
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Product Quality, Safety and Supply: Alnylam CR Report: Science: p. 37.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Any material legal proceedings are disclosed in Alnylam’s 10-K and Annual Report. Alnylam 10-K p. 84.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Alnylam 10-K p. 42. Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Alnylam CR Report: Employees: p. 48.

2024 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	<p>Voluntary turnover rate: VP+: 3.2% Director+: 6.5% Assoc Dir: 5.9% Manager+: 6.7% Individual contributor: 6.6%</p> <p>Involuntary turnover rate: VP+: 15.1% Director+: 10.1% Assoc Dir: 4.8% Manager+: 6.0% Individual contributor: 5.8%</p>
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	<p>Alnylam does not currently require Rx-360 audits, but does perform a quality audit annually for all suppliers.</p> <p>Supplier Responsibility: Alnylam CR Report: Governance: p. 81.</p>
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Any material legal proceedings are disclosed in Alnylam's 10-K and Annual Report. Alnylam 10-K p. 84.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct
HC-BP-000.A	Number of patients treated	Alnylam is not reporting against this metric. Information regarding patients enrolled in key Alnylam access programs is available in the Patients section of this report.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Alnylam Pipeline Website: https://www.alnylam.com/alnylam-rnaipeline/

GRI CONTENT INDEX

Statement of Use	Alnylam has reported the information cited in this GRI content index for the period of Fiscal Year 2024 with reference to the GRI Standard
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 2: General Disclosures 2021	2-1 Organizational details	10-K	10-K p. 1.
	2-2 Entities included in the organization’s sustainability reporting	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-3 Reporting period, frequency and contact point	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-4 Restatements of information	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-5 External assurance	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-6 Activities, value chain and other business relationships	10-K	10-K p. 5.
	2-7 Employees	CR Report	Global Employee Snapshot: Alnylam CR Report: Employees: p. 44.
	2-8 Workers who are not employees	CR Report	Global Employee Snapshot: Alnylam CR Report: Employees: p. 44.
	2-9 Governance structure and composition	CR Report	Alnylam CR Report: Governance: p. 76.
	2-10 Nomination and selection of the highest governance body	CR Report	Alnylam CR Report: Governance: p. 76.
	2-11 Chair of the highest governance body	CR Report	Alnylam CR Report: Governance: p. 76.
	2-12 Role of the highest governance body in overseeing the management of impacts	CR Report	Alnylam CR Report: Governance: p. 76.
	2-13 Delegation of responsibility for managing impacts	CR Report	Alnylam CR Report: Governance: p. 76.
	2-14 Role of the highest governance body in sustainability reporting	CR Report	Alnylam CR Report: Governance: p. 77.
	2-15 Conflicts of interest	Annual Report	Alnylam Proxy Statement p. 28.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	10-K	10-K p. 54.
	2-17 Collective knowledge of the highest governance body	Annual Report	Alnylam Proxy Statement p. 22.
	2-18 Evaluation of the performance of the highest governance body	CR Report	Alnylam CR Report: Governance and Integrity: p. 76.
	2-19 Remuneration policies	Annual Report	Alnylam Proxy Statement p. 33.
	2-20 Process to determine remuneration	Annual Report	Alnylam Proxy Statement p. 33.
	2-21 Annual total compensation ratio	Annual Report	Alnylam Proxy Statement p. 33.
	2-22 Statement on sustainable development strategy	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-23 Policy commitments	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-24 Embedding policy commitments	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 86.
	2-25 Processes to remediate negative impacts	CR Report	Alnylam CR Report: Planet: p.63.
	2-26 Mechanisms for seeking advice and raising concerns	CR Report	Alnylam CR Report: Governance: p. 73.
	2-27 Compliance with laws and regulations	CR Report	Alnylam CR Report: Governance: p. 73.
	2-28 Membership associations	CR Report	Alnylam CR Report: Communities: p. 53.
	2-29 Approach to stakeholder engagement	CR Report	Understanding Material Topics: Alnylam CR Report: Introduction: p. 10.
2-30 Collective bargaining agreements	10-K	10-K p. 40.	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CR Report	Alnylam CR Report: Introduction: p. 10.
	3-2 List of material topics	CR Report	Alnylam CR Report: Introduction: p. 10.
	3-3 Management of material topics	CR Report	Alnylam CR Report: Introduction: p. 10.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-K	10-K p. 87
	201-2 Financial implications and other risks and opportunities due to climate change	10-K	10-K p. 54.
	201-3 Defined benefit plan obligations and other retirement plans	10-K	10-K p. 129.
	201-4 Financial assistance received from government	10-K	10-K p. 133.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	Alnylam is not reporting against this metric.
	202-2 Proportion of senior management hired from the local community	N/A	Alnylam is not reporting against this metric.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	10-K	10-K p. 87.
	203-2 Significant indirect economic impacts	10-K	10-K p. 87.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 81.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	10-K	10-K p. 54.
	205-2 Communication and training about anti-corruption policies and procedures	CR Report	Ethics and Compliance: Alnylam CR Report: Governance: p. 79.
	205-3 Confirmed incidents of corruption and actions taken	CR Report	Ethics and Compliance: Alnylam CR Report: Governance: p. 79.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K	10-K p. 54.
GRI 207: Tax 2019	207-1 Approach to tax	10-K	10-K p. 97.
	207-2 Tax governance, control, and risk management	10-K	10-K p. 97.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	10-K	10-K p. 97.
	207-4 Country-by-country reporting	10-K	10-K p. 97.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
	302-3 Energy intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
	302-4 Reduction of energy consumption	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 68.
	303-2 Management of water discharge-related impacts	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 68.
	303-3 Water withdrawal	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 68.
	303-4 Water discharge	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 68.
	303-5 Water consumption	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 68.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	Immaterial to Alnylam
	304-2 Significant impacts of activities, products and services on biodiversity	N/A	Immaterial to Alnylam
	304-3 Habitats protected or restored	N/A	Immaterial to Alnylam
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	Immaterial to Alnylam
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
	305-4 GHG emissions intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.
	305-5 Reduction of GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 67.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 70.
	306-2 Management of significant waste-related impacts	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 70.
	306-3 Waste generated	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 71.
	306-4 Waste diverted from disposal	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 71.
	306-5 Waste directed to disposal	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 71.
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers that were screened using environmental criteria	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 81.
	308-2 Negative environmental impacts in the supply chain and actions taken	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 81.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CR Report	Voluntary turnover rate: VP+: 3.2% Director+: 6.5% Assoc Dir: 5.9% Manager+: 6.7% Individual contributor: 6.6% Involuntary turnover rate: VP+: 15.1% Director+: 10.1% Assoc Dir: 4.8% Manager+: 6.0% Individual contributor: 5.8%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report	Supporting Employee Wellbeing: Alnylam CR Report: Employees: p. 51.
	401-3 Parental leave	CR Report	Supporting Employee Wellbeing: Alnylam CR Report: Employees: p. 51.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	10-K	10-K p. 24.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-2 Hazard identification, risk assessment, and incident investigation	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-3 Occupational health services	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-4 Worker participation, consultation, and communication on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-5 Worker training on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-6 Promotion of worker health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-8 Workers covered by an occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
	403-10 Work-related ill health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 50.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	N/A	Alnylam is not reporting against this metric.
	404-2 Programs for upgrading employee skills and transition assistance programs	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 49.
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 49.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CR Report	Alnylam CR Report: Employees: p. 38.
	405-2 Ratio of basic salary and remuneration of women to men	CR Report	Alnylam CR Report: Employees: p. 38.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Alnylam is not reporting on this metric	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Alnylam is not reporting on this metric	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 415: Public Policy 2016	415-1 Political contributions	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	CR Report	Alnylam CR Report: Patients: p. 14.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	CR Report	Alnylam CR Report: Patients: p. 14.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 25.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 25.
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	Alnylam CR Report: Science: p. 25.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CR Report	Alnylam CR Report: Governance: p. 73.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB's IFRS S2 standards, which focuses on climate-related disclosures, builds on the foundation of the Task Force on Climate-related Financial Disclosures (TCFD) to provide a consistent, global baseline in climate-related financial reporting. Alnylam is working to align with ISSB's IFRS S2 standards and is proud to show our progress in this report. This disclosure also corresponds to the CDP Corporate questionnaire, supporting greater transparency and comparability for investors and stakeholders. All information reflects data for the year ended December 31, 2024, unless otherwise noted.

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Governance	CDP_C4.1, C4.2, C4.3 IFRS S2-5, 6(a-d), 7, 8(a-d), 9	A) Describe the board's oversight of climate-related risks and opportunities.	<p>The Nominating and Corporate Governance Committee (NCGC) of the Board of Directors provides oversight of Corporate Responsibility (CR) and Environmental, Social, and Governance (ESG) matters, including climate-related risks and opportunities. The full Board of Directors retains ultimate accountability for the oversight and implementation of Alnylam's P5x25 corporate strategy, which continues to guide the company's ESG ambition to be a top-tier biotech—integrating sustainability, innovation, and stakeholder value into long-term growth.</p> <p>In 2024 and 2025, the Corporate Responsibility Steering Committee (CR Steering Committee), in coordination with the ESG Regulatory Working Group, advanced Alnylam's climate governance framework to align with leading disclosure standards, including the Task Force on Climate-related Financial Disclosures (TCFD), International Sustainability Standards Board (ISSB S2), and Corporate Sustainability Reporting Directive (CSRD). These cross-functional bodies assessed emerging regulatory requirements and peer practices, and presented their analyses and recommendations to the NCGC and other key Board members.</p> <p>The CR Steering Committee regularly briefs the NCGC and the full Board on ESG and climate-related topics, including environmental performance, risk exposure, stakeholder engagement, and evolving reporting obligations. These updates support the Board's oversight of Alnylam's climate strategy and its integration into enterprise risk management, operational planning, and long-term business objectives.</p> <p>The Board will continue to oversee progress against climate and sustainability objectives, ensuring that governance, strategy, and risk management processes reflect a comprehensive understanding of how climate-related issues may influence Alnylam's business resilience and value creation.</p>

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Governance	<p>CDP_C4.1, C4.2, C4.3</p> <p>IFRS S2-5, 6(a-d), 7, 8(a-d), 9</p>	<p>B) Describe the management's role in assessing and managing risks and opportunities.</p>	<p>Management oversight of climate-related matters is embedded within Alnylam’s Corporate Responsibility (CR) governance structure, which aligns executive leadership and functional experts across key areas of focus: patients, science, employees, communities, and planet.</p> <p>The CR Steering Committee, comprised of senior leaders from across the organization, serves as the central coordinating body for ESG and climate-related topics. It ensures alignment between strategic priorities, performance objectives, and disclosure initiatives. Each CR pillar is supported by a dedicated Working Group, chaired by subject matter leaders who are also members of the CR Steering Committee. These Working Groups are responsible for developing and implementing action plans, monitoring key performance indicators, and integrating sustainability considerations into day-to-day business operations.</p> <p>In 2024, Alnylam formalized an ESG Regulatory Working Group to coordinate enterprise-level readiness for emerging climate and sustainability disclosure frameworks. This cross-functional group—spanning Environmental Health and Safety (EHS), Quality, Technical Operations, Facilities, Finance, Legal, and other business functions—supports climate risk and opportunity assessment, data collection, and alignment with TCFD, ISSB, and CSRD reporting expectations.</p> <p>Together, the CR Steering Committee and ESG Regulatory Working Group provide regular updates to the Executive Leadership Team and the NCGC, ensuring that climate-related insights inform strategic decisions, resource allocation, and operational resilience across the company.</p>
Strategy	<p>CDP_C2.1, C2.2, C3.1, C3.6</p> <p>IFRS S2-12(a-d), 19, 21, 13(a-c), 14, 15, 16, 17, 18(a-c)</p>	<p>A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Alnylam’s approach to identifying and managing climate-related risks and opportunities continues to evolve in step with the company’s broader Corporate Responsibility (CR) and enterprise risk management (ERM) programs.</p> <p>Building on the company’s 2021 materiality assessment, which prioritized ESG topics across the organization’s value chain, Alnylam conducted additional assessments in 2024 and 2025 to align with double materiality principles and the disclosure expectations of the Corporate Sustainability Reporting Directive (CSRD). These analyses, led by the Corporate Responsibility Steering Committee (CR Steering Committee) and the ESG Regulatory Working Group, have expanded the company’s focus from traditional ESG considerations to include the financial (outside-in) and impact (inside-out) dimensions of climate risk and opportunity.</p> <p>Through this process, Alnylam will identify a range of potential transition and physical risks as well as opportunities across its operations and value chain.</p>

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Strategy	CDP_C2.1, C2.2, C3.1, C3.6	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<ul style="list-style-type: none"> Short-term (0–3 years): Regulatory readiness and compliance with emerging ESG and climate disclosure frameworks (TCFD, ISSB, CSRD); maintaining operational resilience and data quality across manufacturing and R&D sites. Medium-term (3–10 years): Transition risks linked to evolving climate policies, investor expectations, and energy cost fluctuations; opportunities to enhance operational efficiency and reduce emissions through renewable energy and certified sustainable lab programs. Long-term (10–15 years): Physical risks associated with climate-related disruptions to supply chains and facility operations, alongside opportunities to leverage innovation and science-based goals to drive resilience, cost savings, and stakeholder trust. <p>The company’s “Planet” pillar remains focused on accurately measuring, verifying, and publicly reporting Alnylam’s environmental footprint—including Scope 1, 2, and 3 GHG emissions, energy use, water and wastewater, and waste management—to inform long-term strategy development. Progress against these areas, including third-party verification of emissions data and renewable energy adoption at key sites, is detailed in the 2024 Corporate Responsibility Report.</p>
	IFRS S2-12(a-d), 19, 21, 13(a-c), 14, 15, 16, 17, 18(a-c)	B) Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.	<p>Alnylam recognizes that climate-related factors may have both direct and indirect impacts on its business operations, financial performance, and long-term strategy. The company is working to systematically integrate climate-related considerations into its enterprise risk management (ERM), capital planning, and business continuity processes.</p> <p>Cross-functional collaboration between Finance, Risk Management, Technical Operations, Environmental Health and Safety (EHS), and Facilities teams enables the company to evaluate potential exposure to climate-related events, including extreme weather, water stress, and supply chain disruptions. These teams are assessing the financial and operational implications of transition and physical risks across manufacturing, logistics, and laboratory operations.</p> <p>To further advance this integration, the ESG Regulatory Working Group is conducting a climate risk and opportunity assessment (IRO) that evaluates the magnitude and likelihood of material impacts over short-, medium-, and long-term horizons. This work will inform future scenario analyses and guide the inclusion of climate-related assumptions in Alnylam’s strategic planning and resource allocation processes.</p> <p>Alnylam plans to continue to refine its data, methodologies, and scenario-based risk assessments in alignment with TCFD and ISSB S2 guidance.</p>

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Strategy	CDP_C2.1, C2.2, C3.1, C3.6 IFRS S2-12(a-d), 19, 21, 13(a-c), 14, 15, 16, 17, 18(a-c)	C) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Alnylam is in the process of advancing its climate-related risk and opportunity assessment to include scenario analysis as part of its broader strategy and enterprise risk management integration. This initiative aims to evaluate the resilience of Alnylam’s business model under a range of plausible climate futures, in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and ISSB S2 guidance.</p> <p>In 2025, Alnylam began conducting a scenario analysis pilot designed to assess how transition and physical risks could impact operations, supply chains, and key stakeholder relationships over short-, medium-, and long-term time horizons. The pilot utilizes publicly available reference scenarios—Network for Greening the financial system (NGFS) scenarios, International Energy Agency (IEA), Net Zero Emissions (NZE) Scenario representing a 1.5°C pathway, and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs). Our analysis is currently qualitative and not yet embedded in financial forecasting or capital allocation decisions. This process focused on:</p> <ul style="list-style-type: none"> Identifying potential exposure in key operational and research sites due to extreme weather, energy system transitions, or regulatory changes. Assessing transition risks related to evolving carbon regulations, energy markets, and stakeholder expectations, particularly as the biopharmaceutical sector responds to heightened climate accountability. Exploring strategic opportunities to strengthen business resilience through renewable energy procurement, sustainable facility design, and efficiency measures that support long-term cost reduction and emissions mitigation. Initial results of the pilot will inform Alnylam’s enterprise risk management (ERM) program and guide the development of quantitative scenario modeling to be incorporated into financial planning and capital allocation processes in future reporting cycles.
Risk Management	CDP_C2.2, C4.6 IFRS S2-20(a-d), 21, 22(a-c), 23, 25, 26	A) Describe the organization’s processes for identifying and assessing climate-related risks.	Alnylam is advancing its approach to identifying and assessing climate-related risks through a structured, cross-functional process embedded within its Corporate Responsibility (CR) and enterprise risk management (ERM) systems.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Risk Management	CDP_C2.2, C4.6 IFRS S2-20(a-d), 21, 22(a-c), 23, 25, 26	A) Describe the organization’s processes for identifying and assessing climate-related risks.	<p>The company’s ESG Regulatory Working Group, in coordination with the CR Steering Committee, leads the process of evaluating climate-related risks and opportunities across operations, supply chains, and key business functions. This effort draws upon multiple inputs, including stakeholder expectations, regulatory developments, facility-level environmental data, and global scenario analyses.</p> <p>In 2025, Alnylam initiated a formal climate-risk and opportunity (IRO) assessment designed to categorize risks by type (transition vs. physical), potential impact (financial, operational, or reputational), and time horizon (short, medium, or long term). The process leverages qualitative and quantitative data from the company’s environmental performance tracking—such as greenhouse gas emissions, energy use, and water management—to establish a more robust understanding of material exposure.</p> <p>Identified risks will be evaluated for their likelihood, severity, and magnitude of potential financial impact, consistent with TCFD and ISSB S2 expectations. Findings will be reviewed by the CR Steering Committee and shared with the Executive Leadership Team (ELT) and Nominating and Corporate Governance Committee (NCGC) for oversight and prioritization.</p>
		B) Describe the organization’s processes for managing climate-related risks.	<p>Alnylam’s processes for managing climate-related risks are designed to ensure accountability, transparency, and integration across all relevant business functions. Climate and ESG-related responsibilities are coordinated through the CR Steering Committee, which is supported by Working Groups focused on environmental performance, governance, and stakeholder engagement.</p> <p>The ESG Regulatory Working Group plays a central role in monitoring emerging regulations and disclosure requirements—including those under TCFD, ISSB, and CSRD—and coordinates responses and implementation planning across departments. Identified risks are assigned to responsible functions, which develop mitigation or adaptation strategies aligned with operational and financial objectives.</p> <p>Examples of ongoing management actions include:</p> <ul style="list-style-type: none"> • Evaluating facility-level resilience to extreme weather and energy-supply disruptions. • Expanding renewable energy sourcing and efficiency programs. • Enhancing supplier engagement to reduce upstream emissions and improve data quality. • Strengthening data governance and verification processes to ensure accuracy of emissions and resource-use reporting.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Risk Management	CDP_C2.2, C4.6 IFRS S2-20(a-d), 21, 22(a-c), 23, 25, 26	B) Describe the organization’s processes for managing climate-related risks.	These measures are monitored through internal performance reviews and are reflected in Alnylam’s annual Corporate Responsibility Report and forthcoming TCFD and CSRD disclosures.
		C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<p>Climate-related risk management is integrating into Alnylam’s broader Enterprise Risk Management (ERM) framework. Through collaboration between the Finance, Risk Management, Technical Operations, Environmental Health and Safety (EHS), Facilities, and Legal teams, climate-related issues are being systematically incorporated into the company’s ongoing risk-identification, assessment, and mitigation cycles.</p> <p>The ESG Regulatory Working Group ensures that climate-related risks identified through the IRO assessment and CDP reporting process are communicated to the ERM team for inclusion in Alnylam’s consolidated corporate risk register. This integration enables leadership to evaluate climate-related issues alongside strategic, operational, and compliance risks within a consistent framework.</p> <p>Climate-related insights—such as potential exposure to physical risks (e.g., flooding, heat stress, severe weather) and transition risks (e.g., evolving regulation, energy costs, investor expectations) supports informed decision-making and enhances organizational resilience.</p> <p>Going forward, Alnylam intends to formalize this integration through a unified ESG-risk escalation and reporting protocol that will align Board oversight, ERM thresholds, and performance tracking across all business units.</p>
Metrics and Targets	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2-27(a-d), 29, 31(a-f), 32(a-c), 33, 34, 35(a-f), 36, 37	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Alnylam tracks a comprehensive set of environmental performance metrics to evaluate progress against its sustainability strategy and to assess exposure to climate-related risks and opportunities. These metrics are designed to support decision-making across operations, supply chain management, and enterprise risk management.</p> <p>Progress and trends are published annually in Alnylam’s Corporate Responsibility Report. For more detailed information, see pg 66-67 in the report.</p>
		B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See GHG emissions disclosure on pp. 66-67 of Alnylam’s Corporate Responsibility Report.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Metrics and Targets	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2-27(a-d), 29, 31(a-f), 32(a-c), 33, 34, 35(a-f), 36, 37	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Alnylam is actively evaluating the establishment of qualitative climate-related targets as part of its maturing climate strategy and forthcoming climate-risk and opportunity (IRO) assessment. While the company has not yet adopted formal emissions-reduction targets, it continues to strengthen the foundation for target setting by improving data quality, broadening Scope 3 visibility, and integrating energy and emissions data into strategic planning. See GHG emissions disclosure on pp. 66-67 of Alnylam’s Corporate Responsibility Report for more information.



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Rosaline, patient (Ireland)

