

2021
Corporate
Responsibility
Report



List of links to relevant CR-related information referenced in this report

PATIENTS

- [Patient Access Philosophy](#)
- [Alnylam Act®](#)
- [Alnylam clinical trials and transparency](#)
- [2021 U.S. Rare Disease Trend Report](#)
- Educational patient websites
 - [The Bridge U.S.](#) (hATTR Amyloidosis U.S. website)
 - [The Bridge EU](#) (hATTR Amyloidosis EU website)
 - [Pinpoint AHP](#) (Acute Hepatic Porphyria U.S. website)
 - [Living with Porphyria](#) (Acute Hepatic Porphyria EU website)
 - [Take on PH1](#) (PH1 U.S. website)

SCIENCE

- [Alnylam products](#)
- [Product pipeline](#)
- [The science behind RNAi](#)
- [December 2021 R&D Day](#)
- [Alnylam Scientific Advisory Board \(SAB\)](#)

EMPLOYEES

- [Our culture](#)
- [MassBio CEO Pledge](#)

COMMUNITIES

- [Advocacy for Impact grants](#)
- [Independent Medical Education \(IME\) grants](#)
- [Alnylam Challengers](#)

PLANET

- [EMKAY'S GoGreen vehicle program](#)

GOVERNANCE

- [Alnylam investor website](#)
- [Annual reports](#)
- [SEC filings](#)
- [10-K, proxy statement, and additional financial information](#)
- [Leadership and Board of Directors](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Press Releases](#)
- [Ownership profile](#)

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ON THE COVER

Glauciene, and her son live in Curitiba, Brazil. As a teenager, Glauciene began experiencing unexplained abdominal attacks and pain as well as tingling in her arms and legs which at times were so debilitating that she'd be hospitalized for long periods of time. She was eventually diagnosed with the rare disease acute hepatic porphyria (AHP), and the progressive damage to her nerves (called neruopathy) has left Glauciene dependent on crutches or a wheel chair, and family and friends, to get around.



In 2022, we mark our 20th anniversary as a company and in doing so, we proudly commemorate our journey and set our course for the future. Our vision and aspiration was to turn Nobel Prize-winning science into an entirely new class of medicines. Today, RNAi is a therapeutic reality, and we are readying ourselves for the next chapter in our story, which we intend to tell with integrity, quality, patient-mindedness and responsibility.

Since Alnylam's inception, Corporate Responsibility (CR) has been a guiding principle of who we are and how we operate around the globe. Our approach to CR continues to grow in sophistication as we mature and the world changes around us. In 2020, we launched our new strategic CR Framework and adopted the theme "Accepting Challenges to Improve the Health of Humanity." In 2021, we continued to grow our investment in CR at Alnylam. We hired our first dedicated CR director and formed cross-functional global teams in each of our CR pillar areas. Together they identified the material issues we intend to address and refined our goals. We also began to further align and integrate CR into Alnylam P⁵x25, our strategic plan that focuses on our transition Alnylam to a leading biotech by 2025.

As I reflect on this past year, I am encouraged by all we have accomplished across our business.

As you read this report, our first that is aligned with SASB and GRI frameworks, I draw your attention to some of the processes, goals and accomplishments featured in this year's report:

- **We continued to respond with compassion to the COVID-19 pandemic.** We have seen the negative impact of COVID on individuals and families around the world. Through new safety protocols, continuous testing, vaccine and mental health education, and increased flexibility around working remotely, we empowered employees to focus on helping our patients and their families overcome a wide range of access, treatment, and payment-related challenges.
- **We have begun expansion into the prevalent disease market.** We are currently focusing development on cardio-metabolic diseases, infectious diseases, and central nervous system (CNS) and ocular diseases. Today, Alnylam has a pipeline of greater than 12 product candidates, including 6 in late-stage development.
- **We refined and activated more components of our company-wide diversity, equity, and inclusion (DEI) plan.** We are assessing and enhancing DEI-related policies and actions in all aspects of our operations and interactions. We framed our



Alnylam employees delivering food donations to the Cupboard of Kindness food bank in Massachusetts

Many Alnylam employees have worked on-site throughout the pandemic to advance our science for patients who are awaiting new treatments



DEI goals around five key areas of focus - four internal and one externally focused goal on increasing diversity in our clinical trials processes.

- **We expanded our work addressing health inequities in local communities.** Embedded in our culture is a commitment to tackle barriers to health and health care access for all. In 2021, we launched Alnylam Challengers with a \$1 million investment in our partner Acumen America. This social impact program advances bold, social enterprises that tackle health inequalities for underrepresented populations and people living in underserved communities. Acumen makes capital investments with diverse entrepreneurs and social enterprises that will change the shape of health innovation and access for the future.
- **We took strong steps in our understanding and disclosure of environmental data.** As Alnylam evolves and grows, so too does the complexity of our environmental footprint around the globe. In 2021, we launched a comprehensive and ongoing process to better understand, quantify, and mitigate our company's greenhouse gas (GHG) emissions and waste management. We are pleased to publish baseline data in this report and are working toward setting reduction and efficiency targets in the near future.

For us, CR is a powerful method of continuous improvement. We are committed to being an ethical, responsible, and forward-thinking organization whose priorities extend to our patients, our employees, our science, our communities, and our planet.

I look forward to your thoughts and feedback. Together, I know we will continue to “Accept the Challenges to Improve the Health of Humanity.”



Yvonne Greenstreet, MBChB
Chief Executive Officer

“ Our desire to make a positive impact on the world extends far beyond what our medicines can do. Every day, as a company, we seek to contribute to the greater good by embracing causes and tackling challenges which will improve our communities and the health of humanity. ”



Alnylam is the world's pioneer in RNA interference (RNAi) therapeutics. Since 2002, we have focused on translating the discovery of RNA interference into potentially life changing medicines that transform the lives of people living with rare and more prevalent diseases. We continue to advance a pipeline of innovative RNAi-based treatments.

Our name, Alnylam, is derived from "Alnilam," the bright center star in the constellation Orion's belt, which has been used by navigators for thousands of years and symbolizes our passion for discovery.

2021 by the Numbers

- 4 approved products - 3 wholly-owned, and Leqvio® (inclisiran) through a licensing and collaboration agreement with Novartis
- Greater than 12 therapeutics in clinical development pipeline, including 6 in late-stage development
- \$662 million in annual product revenue in 2021
- \$792 million in research and development investment in 2021

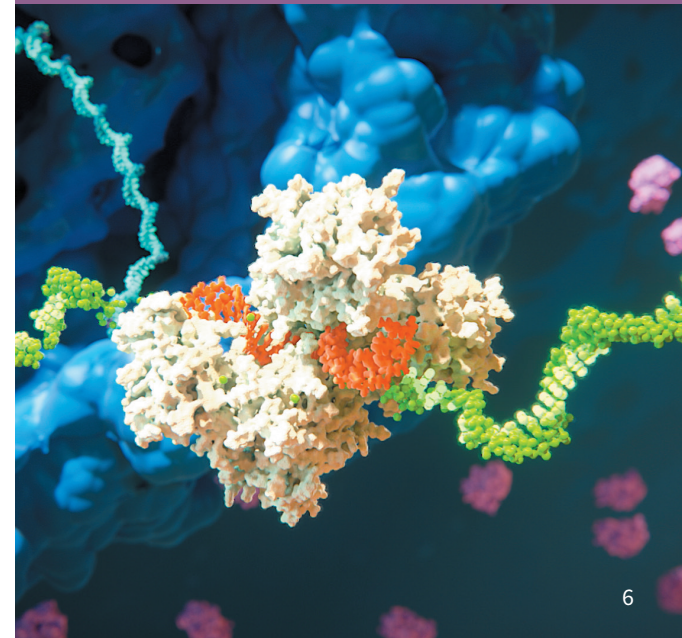
Alnylam Across the Globe

- 1700+ employees worldwide
- 30 offices in 26 countries
- Expanded our commercial footprint to more than 50 countries, increasing our ability to deliver therapeutics to more patients globally
- More than 80 patient advocacy organization partnerships across more than 20 countries

YVONNE GREENSTREET BECOMES ALNYLAM'S CEO

“With a continued commitment to innovation and patients, Yvonne Greenstreet brings enormous experience to grow and scale Alnylam as a leading global biopharmaceutical company.”

*Michael Bonney, Alnylam
Executive Chair*



At Alnylam, our Corporate Responsibility (CR) work is guided by the theme: “Accepting Challenges to Improve the Health of Humanity.”

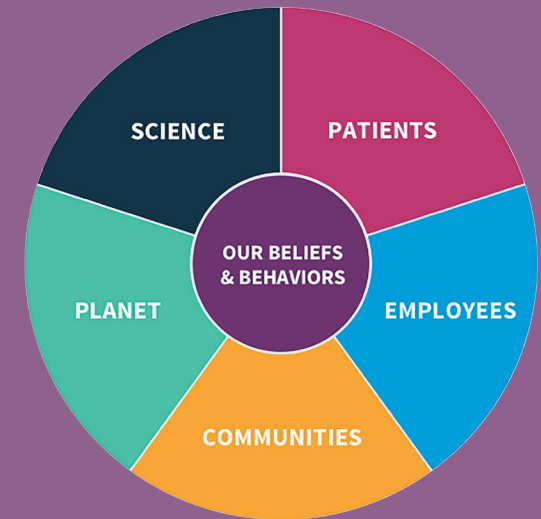
With every partnership, activity, and initiative across our CR program, we work to embody Alnylam’s “Challenge Accepted” philosophy and articulate that in our work each day. We are committed to tackling unprecedented and complex challenges, taking courageous action, and using our business as a force for good.

Our CR initiatives are organized across five interconnected, stakeholder-related pillars. Each of these has a guiding imperative, leadership team, and accountability for tracking and managing our impact throughout the year. More information about our CR governance structure can be found in the [Governance and Integrity](#) section of this report.

Four core beliefs guide our ongoing CR work

- **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 support

CORPORATE RESPONSIBILITY PILLARS



Patients: We strive to improve patients’ lives and enable access to potentially life-changing treatments

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

Employees: We foster an open, diverse culture where employees feel included, supported, and heard

Communities: We actively engage people in tackling the world’s most pressing community and health equity challenges

Planet: We seek to improve the health and sustainability of our planet

Our stakeholders’ feedback is important to helping us refine our CR-related initiatives. In 2021, we embarked on our inaugural materiality assessment. This process included exploratory interviews and group discussions with internal Alnylam leaders and their teams focused on each pillar, as well as external stakeholders related to key topics. We also considered quantitative data from key stakeholders and performed benchmarking to evaluate relevant topics across our industry.

This multi-faceted assessment guided our Corporate Responsibility Steering Committee and individual pillar working groups to prioritize issues and determine both gaps and opportunities in each area of focus. We have identified 21 material issues listed in the matrix below. Each of these topics is addressed throughout this report as they relate to each of our Corporate Responsibility pillars. We will continue to evaluate and adapt this list as Alnylam grows and changes, driven by what is important to our stakeholders and our company.



*Issues are listed in alphabetical order within each quadrant




“ We wanted to ensure our inaugural materiality assessment was comprehensive enough to challenge our preconceptions, highlight our priorities, and deliver for our stakeholders. ”

*Arun Skaria, Director,
Corporate Responsibility*



In 2015, all United Nations member states voted to adopt the United Nations' 17 Sustainable Development Goals (SDGs) and their associated targets.

These 17 goals created a global agenda and call for action. At Alnylam, we have a role to play in contributing to a global society that meets these goals. Both our **Alnylam P⁵x25** strategy and our Corporate Responsibility focus areas align with key UN SDGs.

SDG	COMMENTARY
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>We harness the potential of RNAi therapeutics to transform the lives of patients by investing to increase advocacy, access and affordability globally.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>We focus on creating a sustainable pipeline of RNAi-based medicines across several strategic therapeutic areas covering both rare and larger population disease through research and development, industry partnerships and an innovative manufacturing process.</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>We recognize that energy, water, and materials use; greenhouse gas emissions; material and hazardous waste; and transportation are among the largest contributors to Alnylam's environmental footprint, and we are working to implement tracking and measurement tools and refine strategies to drive our environmental performance.</p>



HELPING HANDS: EMPLOYEE VOLUNTEERISM AT ALNYLAM

Helping Hands is our year-round global employee volunteerism initiative. Through this program, our employees around the world can volunteer through company sponsored events, such as our annual Global Week of Service and Earth Day, and also through an 8 hour allotment of paid volunteer time which can be used at the employee's discretion.

Our 2021 Corporate Responsibility Report marks our second annual publication of metrics and measures. This report was compiled by leaders at Alnylam and supported by employee working groups for each of our major Corporate Responsibility pillars. These teams will continue to work together to set targets, develop key performance indicators over time, and track our performance annually.

This Corporate Responsibility report aligns with topics prioritized in Alnylam’s 2021 materiality assessment and includes data specific to the 2021 fiscal year. In some cases, the data includes baseline information that may pre-date this fiscal year and is labeled as such.



This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option and the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Standard.

“ This year, we are taking a meaningful step forward in our Corporate Responsibility reporting journey. We have worked hard to meet the expectations of our stakeholders and actively grow their trust through transparent, metrics-driven reporting. ”

*Christine Lindenboom, SVP,
Investor Relations and
Corporate Communications*



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

At Alnylam, patients, their families and caregivers are at the forefront of everything we do. Patients are our North Star, and we live by a philosophy that recognizes that patients must have access to our medicines if they can benefit from them. We actively listen to what patients need and communicate with them and their caregivers, healthcare providers and payers to create sustainable health solutions.

Alnylam employs skilled and caring teams around the world who focus on state-of-the-art patient support services, patient advocacy and market access. These professionals address issues related to disease education, diagnosis, treatment access and affordability. They consider where patient experiences may be different across geography, race and ethnicity. As we expand the breadth of our therapeutics to larger populations, we will work to address issues related to health equity and the underlying social determinants of health that serve as obstacles.

Equitable Access and Affordability

Patient Access

Patient Access has been a core tenet of our company's mission since before our first medicine was even available to patients. Our [Patient Access Philosophy](#) summarizes the principles that guide our decision-making. Launched in 2017, this philosophy commits to help patients, deliver value to payers, be proactive, and hold ourselves accountable to our commitments.



Saint, living with hATTR amyloidosis, and his son Alexander (U.K.)

KEY PRIORITIES IN 2022

- Address diversity, equity, and inclusion in our Patient Advocacy work
- Set and achieve measurable goals to ensure all types of patient perspectives are being heard
- Ensure enrollment of diverse populations representative of the disease condition in ongoing and future clinical trials, especially for prevalent diseases
- Extend Patient Advocacy and Patient Engagement approaches to understand and support patient unmet needs in prevalent diseases

We publish a [Patient Access Philosophy Report](#) each year detailing our continued progress and results.



2021 ACCESS HIGHLIGHTS

- More than 2,500 patients receiving Anylam’s RNAi therapeutics globally
- Nearly 600 patients worldwide receiving Anylam therapeutics under Compassionate Use and early access
- Zero price increases beyond Consumer Price Index for All Urban Consumers (CPI-U) on all approved medicines
- More than 2,180 people participated in Anylam-sponsored testing programs in Europe
- Over 40 Value-Based Agreements with U.S. payers
- 921 U.S. patients enrolled in Anylam Assist®
- 4.9 on a 5.0 scale in overall patient satisfaction surveys

KEY PRIORITIES IN 2022, continued

- Explore humanitarian approaches that have the potential to expand access to our therapeutics around the globe
- Expand GeneAct genetic testing program to Germany, Luxemburg, Israel, and the Gulf Countries
- Launch enhanced genetic counseling services in the U.S. to simplify the process for family members to receive genetic counseling and testing if appropriate
- Enhance commitment to evidence-based advocacy projects that capture and present the voices, experiences, and perspectives of patients
- Continue to support patient communities through COVID and post-COVID environment

MATERIAL TOPICS RELATED TO PATIENTS

- Equitable Access and Affordability
- Patient Engagement and Education
- Patient Health Outcomes

Our Early Access and Compassionate Use programs allow for patients to have access to investigational drugs outside of a clinical trial setting when alternative therapy options are not available. By the end of 2021, nearly 600 patients worldwide had received ONPATTRO®, GIVLAARI® or OXLUMO® through this program.

We are exploring access pathways around the world, even in countries where we do not have operations. Our therapeutics need knowledgeable and trained providers, a consistent supply chain, regular monitoring, and ongoing patient services. In many locations, we have built a trusted network of partners to extend our treatments to eligible patients.

Affordability

Affordability of medicines and access to treatment is a chief concern for patients and governments in many countries around the world. We commit to responsible pricing for our products, reflecting the value delivered to patients, caregivers, the healthcare system and society as a whole. 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 2021, we have made zero price increases on any of our marketed products.

Copay Assistance

In the U.S., we continued our support for commercially insured patients through the Commercial Copay Program. A majority of patients pay \$0 out-of-pocket costs for Alnylam therapies. In 2021, 30% of patients using ONPATTRO® were enrolled in our commercial copay program. That number is 54% for GIVLAARI® and 50% for OXLUMO®. For uninsured patients who meet financial and other eligibility criteria, the Patient Assistance Program provides Alnylam therapies at no cost.



ALNYLAM COMPASSIONATE USE POLICY

Alnylam is privileged to collaborate with healthcare providers and clinical investigators. We know there are times when patients ineligible for clinical trials have no other options for therapies. In these circumstances, our Compassionate Use Policy outlines when we will consider providing treatment for an individual patient outside a clinical trial setting. We evaluate all requests in a fair and equitable manner.

Value-Based Agreements

With patient access in mind, we have negotiated over 40 value-based agreements (VBAs) with public and private U.S. insurers. These aren't one-size-fits-all guarantees that promise real-world outcomes will match clinical trial endpoints. Rather, we listen to payers in the same way we listen to patients and physicians. We tailor our approach and respond to specific payer concerns.

In the U.S., we have entered into several VBAs that ensure access for Medicaid in certain states. These VBAs offer states greater budget certainty and apply new frameworks for value-based payment reform. We believe price should connect directly to the value a treatment delivers and will continue to work with states and Medicaid agencies to expand Medicaid VBAs guided by that belief.

In Europe, Alnylam has proposed VBAs in several negotiations with payers, agreeing on some VBAs where the local system allowed implementation. Additionally, we are pioneering novel approaches to the payer dialogue by developing a new value-based negotiation framework (VBNF) to support better communication between companies and authorities. Through this new framework, we aim to increase the creativity and flexibility governing access decisions to speed up the time to reimbursement. The VBNF framework also opens the door to a standardized approach to Innovative Access Agreements, a topic that is under the spotlight in a post-COVID world. We have presented VBNF at several congresses (ISPOR, World Evidence, Pricing and Access Congress) and have been accepted for publication in a prominent journal. We have been presenting the framework to payers, health economists, policy-makers and patient organizations in Belgium, the Netherlands, France, and at the EU level, with sessions planned in the U.K. and other countries.

Rare Disease Trend Report

In 2021 we published our second [Rare Disease Trend Report](#). This outlines barriers faced by rare disease patients over a five-year period and provides insights into disease management and challenges insurers face in a resource-constrained healthcare environment.



“ We are pleased to partner with the n-lorem Foundation in identifying opportunities to bring our novel RNAi technology platform to potentially help patients with nano-rare diseases. At Alnylam, we are committed to identifying pathways to expand access to our medicines and we applaud the work of the foundation in bringing together industry partners who are driven to provide options for patients who have few or no options for treatment. ”

*Akshay Vaishnaw, M.D., Ph.D.,
President at Alnylam*



Patient Engagement and Education

Fear and uncertainty are common with any diagnosis. Patients worry about continuity of care, financial burdens, and other resources necessary to live with their condition. We work hard to listen to patient voices, provide resources and learn from patients and caregivers.

U.S. Patient Services Team

In the U.S., Alnylam is continuously working to improve our patient experience. Our expert Patient Services team ensures we listen to patients and incorporate their experiences into our processes. These dedicated professionals meet patients where they are and tailor conversations to each individual with no script or prescribed process for any single patient. We are proud to have 90-97% medication adherence in our patient population with tailored services. We also regularly deploy opt-in patient satisfaction surveys and engage with patient panels to get feedback. We offer a broad range of assistance and provide patients with a dedicated Case Manager to help them navigate. Case Managers can connect patients to a variety of engagement and education programs to ease the complexity of their treatment journey.

Case Managers refer patients to Alnylam Patient Education Liaisons (PELs). These professionals assist with disease education, provide resources and guide patients through decision-making processes.

Patient and Provider Communication

We provide tools and resources to help patients understand their diagnosis and care. This empowers them to have more successful treatments and more effective conversations with their families and healthcare providers. We also host multiple disease education programs and global websites using patient-friendly language, including *The Bridge* (U.S. and EU) for hATTR Amyloidosis, *Pinpoint AHP* (U.S.) and *Living with Porphyria* (EU) for Acute Hepatic Porphyria, and *Take on PH1* (U.S.) and *Living with PH1* (EU) for Primary Hyperoxaluria Type 1.

In 2022, we plan to expand our education and patient support through digital resources, capacity building and support for genetic testing options in Europe, Brazil, Canada, and Asia. In these geographies, we provide patient advocacy leaders with regional disease and



Laura, Senior Case Manager at Alnylam Assist

PATIENT LETTER SPOTLIGHT

“ As a wife and mom of two little boys, I went into a state of sheer panic when my payor in the U.S. denied my claim for GIVLAARI®. My mind went to the worst-case scenario. That’s when my Alnylam Case Manager jumped in and quickly provided access through Alnylam Assist®. It’s been 9 months without a major attack requiring hospitalization or hemin administration. I have loved this past 9 months and have been able to put the trauma of constant recurring attacks behind me. ”

education websites through PEGASUS (The Patient Empowerment Group for Access and Sustainability). PEGASUS has trained more than 50 patient advocates in 18 countries from all 4 of the International Patient Advocacy Group federations for hATTR Amyloidosis, Acute Hepatic Porphyria, and Primary Hyperoxaluria Type 1.

Patient Advocacy

We collaborate with industry and patient advocacy groups globally to increase awareness, enable early diagnosis, advance new therapies, and design initiatives to meet the challenges of patient communities. In 2021, we engaged with more than 80 patient advocacy organizations in over 20 countries and regularly use the insights learned from these relationships across our business.

In 2021, Alnylam hosted our second bi-annual Global Rare Disease Patient Advocacy Collaboration Summit engaging with participants from 23 countries, 3 therapeutic areas and umbrella rare disease groups such as the National Organization for Rare Disorders (NORD) and Global Genes.

The Summit’s theme was “Advocacy without Borders” and focused on three key areas of advocacy:

- The impact of rare disease on mental health and how COVID-19 exacerbated mental health concerns in patients
- Diversity, equity and inclusion in rare disease advocacy
- Evidence based advocacy: collecting, using and leveraging data to increase connectivity and advocacy for patients

We accelerated the activities and reach of our Patient Focus through an internal, cross-functional working group representing patient and caregiver voice throughout our business operations. We elevated the patient perspective in our R&D process and improved the experience of patients interacting with Alnylam. This included the development of simpler, shorter, and easier to understand language in our legal contracts; incorporated a clearer role for patient voice in our clinical development programs by including patient perspectives before clinical trial protocols are final; and advanced a patient-first focus across the company even in roles that were not patient facing. Moreover, Patient Advocacy leaders met with various functional teams to articulate and educate on our philosophy when working with patients.



PATIENT ADVOCACY AROUND THE WORLD

Working with more than 80 patient advocacy groups in over 20 countries.

“ We are proud to partner with Alnylam on our patient education and outreach materials, and we look forward to continuing our relationship as we work to fight kidney disease and help people live healthier lives. ”

*LaVarne A. Burton,
President and CEO
of the American
Kidney Fund,
Rockville, MD, USA*



Patient Health Outcomes

Genetic Testing and Diagnosis

The road to diagnosis for patients with rare diseases can be long and frustrating. Symptoms for these diseases are often enigmatic, thus genetic testing and counseling are critically important to enable accurate diagnosis and treatment. Delayed diagnosis can cause greater suffering. Alnylam Act provides an option for no-charge, third-party genetic testing and counseling for people with a family history or suspected diagnosis of certain genetic diseases. Since 2014, the Alnylam Act program in the U.S., Canada and Brazil has helped 3,000 patients receive a diagnosis for mutations associated with hATTR Amyloidosis, Acute Hepatic Porphyria, and Primary Hyperoxaluria Type 1. Alnylam Act helps to decrease time to an accurate diagnosis and enables patients to make more informed healthcare decisions with their doctors and caregivers. Physicians who order Alnylam Act testing are under no obligation to prescribe Alnylam medicines.

In 2021, we launched a similar sponsored third-party testing program called GeneAct in Europe that helps physicians test patients who require genetic testing in more than 11 countries. We also introduced GENILAM, DetecTTA, TRAMmoniTTR in Italy, Spain and Germany. These genetic testing and disease awareness programs spread knowledge specifically about hATTR amyloidosis.

Results in Genetic Testing

- Over 58,000 patients genotyped in the Alnylam Act or GeneAct programs
- Over 3,300 positive test results for mutations
- In 2021, more than 2,100 individuals participated in genetic testing programs in CEMEA



“Particularly for patients with rare and ultra-rare diseases, financial and administrative barriers too often get in the way of crucial diagnoses. Alnylam Act is important because it allows patients to make a choice about genetic testing that isn’t influenced by out-of-pocket cost concerns.”

Elizabeth Fieg, MS, CGC, Senior Genetic Counselor, Brigham and Women’s Hospital, Boston, MA, USA

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

RNA interference (RNAi) has been a revolution in biology. RNAi is a breakthrough discovery in the understanding of how genes are regulated in cells and works by “silencing” or disabling the expression of genes that cause specific diseases. The Nobel Prize-winning discovery has powered 20 years of scientific pursuit that Alnylam moves forward each day. We continue to invest in advancing our scientific platform and fueling our robust pipeline. We believe, together with our patient-first philosophy, sustained scientific innovation benefits the health of all.

R&D, INNOVATION and PRODUCT PIPELINE

R&D Strategy

Our Alnylam P⁵x25 strategy focuses on developing a pipeline of over 20 clinical programs by 2025, with more than 10 in late-stage development and 2-4 Investigational New Drug applications (INDs) each year. Today, Alnylam has a pipeline of more than 12 product candidates, including 6 in late-stage development. We focus on four Strategic Therapeutic Areas (STARs): genetic medicines, cardio-metabolic diseases, infectious diseases, and central nervous system (CNS) and ocular diseases. We are also expanding into prevalent diseases, focusing development in hypertension, hepatitis B virus infection, and Alzheimer’s disease.

We use a modular and reproducible R&D platform for drug discovery that has delivered outsized success rates 6x the industry average. Cumulatively, our track record exceeds 60% from IND applications to positive Phase 3 trial results and approval. Industry metrics are often below 10%. This achievement motivates continued R&D efforts. Additionally, we invest



KEY PRIORITIES IN 2022

- Launch one new RNAi therapeutic, vutrisiran, by early 2022
- Advance our clinical programs to meet long term goals
- Continue to expand from rare to prevalent diseases
- Develop initiatives to increase awareness, trust, and enrollment of underrepresented patients in clinical trials by Q3 2022

MATERIAL TOPICS RELATED TO SCIENCE

- R&D, innovation and product pipeline
- Clinical trial practices
- Product quality, safety and supply

significant portions of revenue back into research efforts to further accelerate the commercial potential of our product portfolio in our Alnylam P⁵x25 strategy. Specifically in 2021, our R&D expenditures totaled \$792 million.

In November 2021, we hosted our annual R&D Day for investors. The half-day event included presentations from Alnylam senior leaders as well as leading clinical experts, discussing topics including the next wave of RNAi therapeutics, expanding our TTR franchise, and how we're reimagining the treatment of hypertension.

Product Development Partnerships

We regularly collaborate with partners in our industry to accelerate efforts to create therapies with the potential to transform the lives of patients.

- Alnylam discovered inclisiran and has partnered with **Novartis** on Leqvio[®] (inclisiran), the first and only siRNA cholesterol lowering treatment (approved in the U.S. and EU), under a license and collaboration agreement
- We are working with **Regeneron** to discover, develop and potentially commercialize new RNAi therapeutics for a broad range of diseases by addressing disease targets expressed in the eye and central nervous system (CNS), in addition to a select number of targets expressed in the liver
- We entered into an agreement with **Vir Biotechnology** to advance a handful of infectious disease drugs made with our RNAi technology, including an investigational RNAi therapeutic program for hepatitis B
- We partner with **Sanofi** on fitusiran, an investigational RNAi therapeutic for the treatment of hemophilia, bringing innovation to people living with this bleeding disorder
- We entered into a collaboration agreement with **PeptiDream, Inc.** to discover and develop peptide-siRNA conjugates that will create multiple opportunities to deliver RNAi therapeutics to tissues outside the liver

ALNYLAM'S PIPELINE

- Genetic Medicines
- Cardio-Metabolic Diseases
- Infectious Diseases
- CNS/Ocular Diseases

PRODUCT NAME	DISEASE/CONDITION	STAGE (Early/Mid, Late, Commercial)		
ONPATTRO [®] (patisiran) ¹	Hereditary ATTR Amyloidosis			●
GIVLAARI [®] (givosiran) ²	Acute Hepatic Porphyria			●
OXLUMO [™] (lumasiran) ³	Primary Hyperoxaluria Type 1			●
Leqvio [®] (inclisiran) ⁴	Hypercholesterolemia			●
Vutrisiran	ATTR Amyloidosis-PN		●	
Patisiran	ATTR Amyloidosis Label Expansion		●	
Vutrisiran	ATTR Amyloidosis		●	
Vutrisiran ⁵	Stargardt Disease			
Fitusiran	Hemophilia		●	
Lumasiran	Severe PHT Recurrent Renal Stones	●	●	
Cemdisiran (+/- Pozelimab) ⁶	Complement-Mediated Diseases		●	
Belcesiran ⁷	Alpha-1 Liver Disease	●		
ALN-HBV02 ⁸ (VIR-2218)	Hepatitis B Virus Infection	●		
Zilebesiran (ALN-AGT)	Hypertension	●		
ALN-HSD	NASH	●		
ALN-APP	Alzheimer's Disease; Cerebral Amyloid Angiopathy	●		
ALN-XDH	Gout	●		

¹ Approved in the U.S. and Canada for the polyneuropathy (PN) of hATTR amyloidosis in adults, and in the EU, Japan and other countries for the treatment of hATTR amyloidosis in adults with stage 1 or stage 2 PN
² Approved in the U.S., Brazil and Canada for the treatment of adults with acute hepatic porphyria (AHP), and in the EU and Japan for the treatment of AHP in adults and adolescents aged 12 years and older
³ Approved in the U.S., EU and Brazil for the treatment of primary hyperoxaluria type 1 in all age groups
⁴ Novartis has obtained global rights to develop, manufacture and commercialize inclisiran
⁵ Phase 3 study of vutrisiran in Stargardt Disease expected to initiate in late 2022
⁶ Cemdisiran and pozelimab are each currently in Phase 2 development; Alnylam and Regeneron are evaluating potential combinations of these two investigational therapeutics
⁷ Dicerna is leading and funding development of Belcesiran
⁸ Vir is leading and funding development of ALN-HBV02

As of January 2022

Clinical Trial Practices

Diversity in Clinical Trials

Clinical trials are used by all pharmaceutical companies in developing effective treatments for patients. Given the unique characteristics each patient brings, diversity in clinical trials is critical to evaluating the effectiveness and safety of a potential treatment across a wide spectrum of patients. In 2021, we assembled a team of internal and external subject matter experts to increase diversity in trial design and execution. This team considers diversity in age, sex, race, ethnicity and other factors in our clinical trials. Our clinical trial diversity goals are a part of our company wide Diversity, Equity and Inclusion Action Plan. In 2021, we set target diversity metrics and employed tools like e-consent and virtual visits to attract trial participants. These tools remove key barriers for under-represented trial participants. We also signed a Master Clinical Trial CRADA (Cooperative Research and Development Agreement) with the U.S. Veterans' Health Administration to expand our access to more diverse populations.

Clinical Trial Transparency

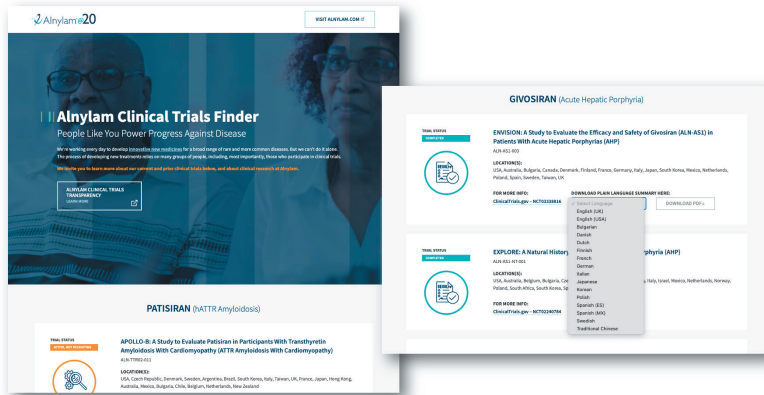
At Alnylam, our clinical operations team ensures trials are safe and results are disclosed in a timely and accessible manner. It is important this process is appropriately transparent to ensure patients, healthcare providers, researchers, and the general public can access our results. We disclose our results regardless of whether they are positive or negative and regularly share the results of trials with the scientific community through publication in peer-reviewed scientific and medical journals and congresses. Our clinical trials are registered on Clinicaltrials.gov, EudraCT, and other relevant registry websites. We also voluntarily register and provide study information on healthy volunteer studies, observational trials, and expanded access programs on Clinicaltrials.gov.

In 2020, we launched our Plain Language Summaries (PLS) to further educate and support our patient communities and clearly communicate study design and outcomes. Our patient advisory board reviews all PLS to ensure we're incorporating patient feedback, and have approved PLS for four trials to date. In 2021, we aligned and edited our global PLS to prepare for changes in EU Clinical Trial Regulations, and we launched a public website to host all PLS and information about each clinical trial.

“ At Alnylam we believe that improving clinical trial diversity is imperative to achieving health equity. We are committed to expanding underrepresented participants in our trials by deepening our community partnerships, identifying new tools, and setting ambitious targets. ”

*Cheryl Small, SVP
Clinical Operations*





Publishing Our Results

True innovation in our industry builds in parallel with truthful, ethical and transparent knowledge sharing. Publishing our findings is vital to the industry’s collective progress. Our Alynlam Data Sharing Initiative works to create change in our industry around transparency and openness. To support this initiative, we joined the Vivli.org Consortium, an independent, non-profit organization that developed a global data-sharing and analytics platform. They act as a neutral broker between data contributor (sponsor), data user (researcher) and the wider data sharing community and provide a secure, password protected environment in which the researcher must analyze the data. Our parameters for sharing can be seen on our Vivli Member Page.

Product Quality, Safety and Supply

We maintain the highest standards for patient safety, product quality, manufacturing and distribution, adhering to the maximum applicable standards including: Good Laboratory, Good Clinical, Good Vigilance, Good Distribution, and Good Manufacturing Practices.

We employ a process of product serialization that ensures traceability of Alynlam products across the supply chain only in markets that require it. We assign unique codes and printing to the package of each individual product, defined by local regulations and guidelines. This process upholds product quality and safety, and protects patients from exposure to contamination, counterfeit or other forms of tampering. Our network of skilled suppliers allows us to deliver our therapeutics in a trustworthy and consistent manner around the world.

ALNYLAM PUBLISHING HIGHLIGHTS

- Published 300+ peer-reviewed papers in top scientific and medical journals including *Nature*, *NEJM*, *Cell* and *The Lancet*
- A publication in the *Nucleic Acids Research Journal* was chosen as the winner of the 2021 Oligonucleotide Therapeutics Society (OTS) Paper of the Year Award in the Basic Research Category
- ENVISION 24 month data was awarded “Best Abstract” at the 2021 United European Gastroenterology congress
- We continue to actively publish our data and findings online on our “Capella, the Online Voice of Progress in RNAi” web platform

Engaging the Scientific Community

Scientific Advisory Board

In 2010, Alnylam formed a Scientific Advisory Board (SAB). This group of advisors and company founders are among the world's leaders in medical research and RNAi technology. Together with Alnylam's Board of Directors and Management Board, they work to advance our RNAi technology and address medical challenges. Chaired by Nobel-Laureate and Alnylam co-founder Phil Sharp, Ph.D., our SAB has 11 members, including John Maraganore, our founding CEO.

Industry Leadership

We also promote collaboration with industry organizations that help us to stay abreast of the trends in our field and collaborate with our peers to solve collective challenges. A few examples include:

- Joined **Biotech Social Pact** alongside 70 European and U.S. life science companies, government authorities, citizens and patients to create a system where scientific investment yields effective, affordable and accessible therapeutics for future generations
- Ongoing engagement with **Massachusetts Biotechnology Council and MassBioEd** community. Our employees regularly engage in leadership positions, workforce development efforts, and community-based STEM events
- Partnered to expand the **Our Future Health** initiative, leveraging datasets from 5 million U.K. individuals. Launching in 2022, Alnylam will join 7 other industry leaders in this founding partnership to continue to study genetic and metabolic drivers of disease as we have previously with U.K. BioBank - Exome Sequencing Consortium (UKB-ESC)
- Broadened our existing collaboration with the **Amyloidosis Center Charité Berlin (ACCB)**, including the creation of a registry to follow those diagnosed with amyloidosis and the exploration of using Artificial Intelligence in diagnosis



SUPPORTING PUBLIC HEALTH THROUGH POPULATION HEALTH INITIATIVES

Alnylam partners with health researchers, health coalitions, social entrepreneurs and data platforms to enable a comprehensive approach to population health. These broad based partnerships will accelerate the development of new and affordable medicines, identify tools for disease diagnosis and awareness and galvanize the workforce of tomorrow. By making these investments now, we believe we will be able to prevent, detect, and treat a variety of health conditions that will impact millions of people and contribute to better health for humanity.

We foster an open, diverse culture where employees feel included, supported, and heard.

Our business is powered by our employees. They are passionate drivers of innovation and progress, patient-focused, results driven, and recognized by tenacity, collaboration and openness. At Alylam we continuously strive to build a diverse, equitable and inclusive culture where all employees can thrive. We create opportunities for employees to expand their knowledge, grow their expertise, and incorporate diverse perspectives throughout their work.

Occupational Health and Safety

The health, wellbeing and safety of our employees is a top priority for Alylam. We take a holistic view of these issues, recognizing many extend far beyond the workplace. We strive to meet our employees where they are, developing policies, processes and benefits that meet their needs and the needs of their families.

Workplace Health and Safety

Alylam's Chief Technical Operations and Quality Officer leads a professional team who evaluate and mitigate safety risks across the company. Our in-house EQUINOX hybrid management framework is a critical system for providing a safe, healthy, and environmentally responsive workplace. EQUINOX guides our Environmental Health & Safety (EHS) practices and manages risks, allowing us to balance growth, science and productivity targets with performance, risk management and legal compliance obligations.

We focus on education and injury protection including employee wellness checks, workplace medical screenings, ergonomics, vaccinations, display screen equipment eye exams, work-related illness and injury evaluations and treatment, and reproductive health screening. We track our global injury rates and for the last six years have been approximately 50% lower than



KEY PRIORITIES IN 2022

- Increase overall number of Black or African American and Hispanic or Latino individuals in our U.S. employee base by 20% YOY
- Maintain attrition levels 20% below industry average
- Create a 1-3 year talent plan to identify key skillset gaps and succession needs, assessing opportunities to grow talent internally
- Develop a culture roadmap to define what elements of our culture we wish to retain and evolve, in conjunction with Organizational Effectiveness and Ethics and Compliance teams by end of 2022
- Adapt the current U.S.-focused Unconscious Bias training program with enhanced focus on global inclusion

the industry average of 1.30 per 100 full time employees. In 2019, our comparable injury rate was 0.58, decreasing to 0.06 in 2020 and 0.30 in 2021 during the pandemic.

COVID-19 Response

In 2021, we continued implementation of our COVID-19 response plan taking additional steps to protect employees and their families. Across Alnylam we instituted regular free testing services and a “no fault, no judgment, no penalty” approach to flexibility. Employees do not have to take sick or vacation time when handling a COVID-related situation. We offer enhanced back up care, virtual babysitting, tutoring, children’s entertainment, and health and fitness programming to assist in balancing work and home life. Additionally, we increased communications with employees and provided regular updates on COVID-related actions including our 2021 return-to-work plan that has adjusted as necessary in response to local and global policy changes. Many of our lab-based, manufacturing and facilities employees continued to work onsite throughout 2021. In these locations, we mitigated risk through our science-based COVID-19 surveillance program. And, as they and other employees returned to Alnylam offices, we implemented new technology solutions and modifications to office layouts to accommodate physical distancing.

In 2021, we created a cross-functional working group focused on the Future of Work. This group will assess what Alnylam’s new normal looks like through 2023, coping with the continuing effects of the COVID-19 pandemic. They will address flexibility in office spaces, change-management, culture management, and other topics that extend from the work inside our offices and facilities to our interactions with patients.

Supporting Employee Wellbeing

Alnylam employees can access a broad range of health and wellness benefits for themselves and their families. Our Total Rewards program offers a competitive benefits package that attracts, retains, and motivates employees with incentives that align with our business goals, culture and values.

All active, regular employees working an average of 20 hours per week are eligible to participate in the Alnylam Total Rewards benefits program. This includes medical, dental and vision plans, flexible spending accounts, life insurance, disability coverage, mental health and substance

MATERIAL TOPICS RELATED TO EMPLOYEES

- Occupational health and safety
- Workforce culture
- Diversity, equity and inclusion
- Talent attraction and retention

“ Since the start of the pandemic, Alnylam’s first priority has been the health and safety of our employees, contractors and their families. As the pandemic evolves, we are providing resources, actively listening, and supporting flexibility for employees to manage all parts of their lives. ”

*Kelley Boucher, Chief
Human Resources Officer*

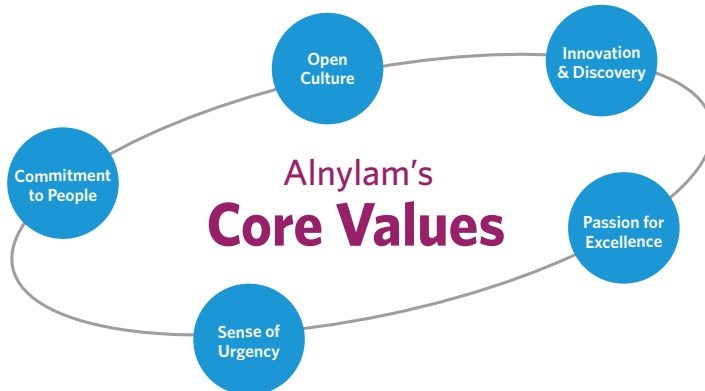


abuse services. Our Employee Assistance Program (EAP) offers employees and their families 24/7 access to professional and confidential counseling. We also provide \$10,000 toward adoption, surrogacy, or other family planning costs. Employees have access to retirement savings programs with a 4% company match and an employee stock purchase program. In addition, we offer employee discount programs for insurance, daycare, and other services. In 2021, we expanded our family leave options for both maternity and baby bonding leave to include general caregiving leave options of up to 12 weeks for all employees.

Alnylam’s focus on employee wellness is active throughout the year and culminates with an annual “Global Wellness Week” each November. In 2021, Alnylam “Global Wellness Week” included curated events and on-demand sessions related to health and fitness, financial and professional management, and mental and social wellbeing. More than 18 virtual sessions were available globally.

Workplace Culture

Our culture is a key differentiator in the success of our business. We cultivate a diverse, equitable and inclusive environment where employees feel that they belong and can bring their authentic selves to work. We foster innovation and excellence in all we do, a commitment that has earned us the coveted number one spot on Boston Globe’s “Top Places to Work” in 2021, and a place on this list over the last 7 years. We have also been recognized as a Great Place to Work in Italy, the Netherlands, Spain, Brazil, Germany, Japan, Switzerland, U.K., and Asia.



2021 TOP EMPLOYER RECOGNITION

- Great Places to Work – Recognized in 9 Countries
- Great Place to Work for Women – U.K.
- Science Magazine Top Places to Work
- Fast Company Most Innovative Companies
- Best Places to Work for Dads
- Seramount 100 Best Companies (formerly Working Mothers)
- Bloomberg Gender Equality Index
- Boston Globe Top Places to Work



Seven years in a row



Three years in a row



Two years in a row



Mutliple years in a row

Learning From Employee Voices

Alnylam employees have many opportunities to share their thoughts and experiences. Listening to one another's ideas and perspectives strengthens us globally. In company-wide and group meetings and in one-on-one conversations, we listen to employee voices. Employees can always raise comments anonymously in these forums. We conduct an Annual Culture Survey globally to better understand employees' perspective on our values, their experience at Alnylam, and the ways they would like to be engaged in advancing business strategy.

In 2021, 96% of employees completed the survey across 17 countries. The data showed that:

- 90% of employees felt proud to work at Alnylam
- 90% felt inspired by their work
- 91% felt respected by colleagues
- 88% support Alnylam's efforts to foster an inclusive work culture
- 89% express that Alnylam supports diversity in our workforce

Diversity, Equity and Inclusion

In 2021, we brought together a cross-functional team globally at Alnylam to develop an Action Plan for Diversity, Equity and Inclusion (DEI). Guided by Alnylam's Chief Diversity, Equity and Inclusion Officer, this Action Plan refined the vision and mission for DEI at Alnylam and initiated a set of guiding principles to inform our work across the company. It centers around five areas of focus – four internal and one external. Using these five areas of focus, the cross-functional team set internal short and long-term DEI goals that align with our Alnylam P⁵x25 strategy.

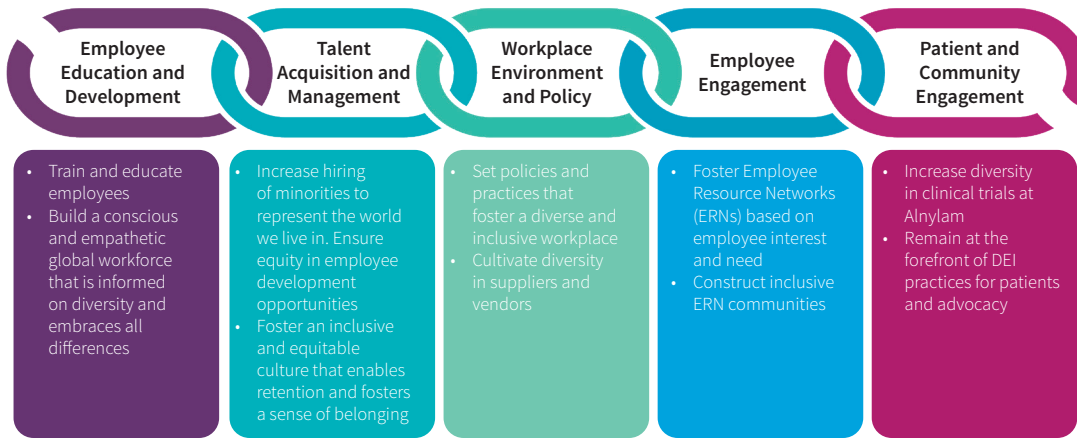
“ Our commitment to diversity, equity and inclusion focuses on each in relation to the other. Diversity means Alnylam reflects the world we live in. Equity ensures we are all treated fairly and with respect no matter our differences. Inclusion ensures we all bring our authentic selves to work every day. Together, these focus areas ensure alignment with Alnylam's core values and fosters a sense of belonging for our employees. ”

*Sara Nochur,
Chief DE&I Officer*



Our DEI Mission

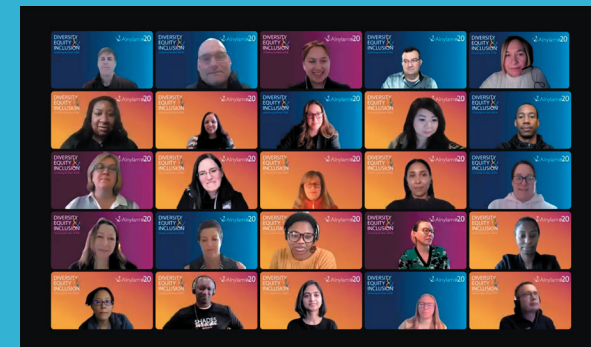
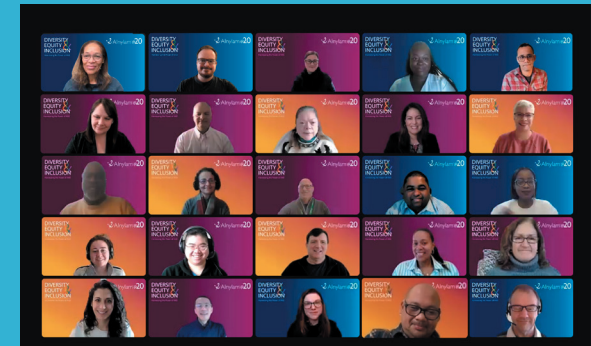
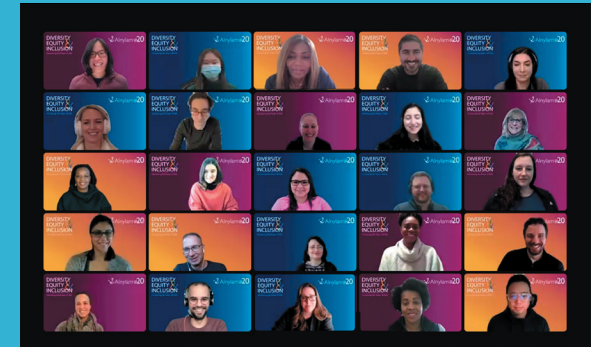
To build a diverse, equitable and inclusive workforce that fosters an environment where employees feel empowered to achieve their full potential. By empowering employees to bring their unique differences to work we make the business stronger which enables us to bring groundbreaking medicines to patients.



Employee Groups

A culture of openness and innovation means employees share common experiences and build alliances in the workplace. Company-sponsored ERNs are integral parts of the Alnylam employee experience. These groups play a role in enabling global networking, education and advocacy across the company. Currently, ERNs include iTHRIVE (Women at Alnylam), SHADES (Alnylam’s Multicultural Network), SAGA (Sexuality and Gender Alliance), and PTA (Parenting Together at Alnylam), a parenting-focused ERN that launched in 2021. Employees can also participate in Initiative Driven Interest Groups (IDIGs) including ULearn With Alnylam (science education) and U.S. and E.U. Green Teams to address social and environmental issues in their communities. ERNs regularly form key relationships with local communities and external partners including OutBio,

A DE&I VIRTUAL TOWN HALL



Latinos in Bio, Color of Biotech, Posse Foundation, Project OnRamp, Wheaton's Summit for Women in STEM, Healthcare Businesswomen's Association, WEST, the BIO Workforce Development and Diversity Initiative and others.

In 2021, our Annual Culture Survey included questions related to ERNs for the first time. New questions dive deeper into how our ERNs view our DEI progress and where we must work harder. The data showed that 295 employees participate in ERNs, representing 20% of employees globally. We were able to further segment the data in our Culture Survey to better understand sentiments on inclusion, belonging, leadership and related topics for individuals participating in each specific ERN. To review the survey data and identify the key challenges affecting specific populations of employees at Alnylam, we held a cross-ERN summit with ERN leaders in November 2021. Together, this group refined DEI and ERN-specific goals for 2022.

Diverse Recruiting

Our DEI Action Plan extends to our strategy for diverse and inclusive recruiting. In our interview processes, we ensure small, diverse interview teams meet with a varied pool of candidates. Our hiring managers are committed to ensuring we have a diverse slate of candidates in our interview pools, including those from underrepresented groups. We are dedicated to a fair, timely and transparent process in sharing hiring decisions with candidates. We are also actively creating manager training modules, interview guides and a hiring manager toolkit as well as an interview-specific diversity training module to further expand these strategies.

In the second half of 2020, we began gathering metrics about our employee base, as allowable by law. We set a goal for 2021 to increase the number of Black or African American and Hispanic or Latino individuals in our U.S. employee base by 20% YOY. We met that goal in 2021 and increased our percentage of employees identifying with two or more races by 78%. We have set a new goal in 2022 to again increase our employee base of Black or African American and Hispanic or Latino individuals by 20% YOY. Our results in 2021 are encouraging and we know our representation of diverse ethnicities across Alnylam must continue to improve each year.

We are casting a wider net than ever before, posting to job sites with broader networks and extending our reach by partnering with our Employee Resource Networks, key affinity groups and

EMPLOYEE RESOURCE NETWORK ACCOMPLISHMENTS IN 2021

- **SHADES** (Alnylam's Multicultural Network) successfully advocated for making Juneteenth a company recognized holiday even before the U.S. federal government recognized the holiday. On Juneteenth, the group featured speaker Dr. Tony Van Der Meer, a Senior Lecturer in Africana Studies at the University of Massachusetts Boston
- **SAGA** (Sexuality and Gender Alliance) increased visibility and awareness of the LGBTQ+ community through 5 company-wide events and led Alnylam's annual global engagement for Pride in June
- **iThrive** (Women at Alnylam) drove Alnylam's engagement around International Women's Day and coordinated Alnylam's International Women's Day activities
- **PTA** (Parenting Together at Alnylam) launched in September with a national speaker, Dr. Nicole Christian-Brathwaite discussing parenting challenges during the pandemic. The group hosted breakout sessions for parents to share their experiences and learn from one another

professional societies. In the U.S., we expanded our intern and co-op programs to Historically Black Colleges and Universities, and our recruiting team continues to be licensed as AIRS Certified Diversity & Inclusion Recruiters through ADP.

Training and Accountability

In 2021, we continued to deliver Unconscious Bias and Understanding Race & Ethnicity in our workforce training modules for employees. In 2020 and 2021, 100% of Vice Presidents and above attended both sessions. More than 400 of our Alnylam employees attended the Understanding Race & Ethnicity training. We also introduced a new training module on Levels of Allyship. As we continue to develop and revamp our training platforms in 2022, we look forward to evaluating their global effectiveness and growing our curriculum.

Employees across Alnylam also received training on cultural awareness. In Europe, a series of workshops encouraged participants to embrace diverse cultural backgrounds and collaborate across cultures. Throughout Alnylam, people managers received cultural awareness training to ensure they could support their teams in communicating and operating most effectively together.

Industry Commitments to Diversity

As we build our strength in DEI internally, we also seek to act as leaders within our industry. We continued our engagement with companies who adopted the 2020 MassBio CEO Pledge for a More Equitable and Inclusive Life Sciences Industry. As signatory of the Pledge, we committed to address injustice globally through comprehensive diversity, equity and inclusion initiatives within six areas – leadership and executive culture, inclusive company culture, recruitment, retention and development, accountability and sustainability, and supplier diversity. In 2022, when we formally launch our supplier diversity program, we will have officially met all of our commitments under the Pledge.

INITIATIVE DRIVEN INTEREST GROUP ACCOMPLISHMENTS IN 2021

- **Green Team** (Social and Environmental Actions) organized a week of activities to celebrate Earth Day and launched a bi-monthly newsletter called Aurora, hosted daily quizzes, and organized two volunteer events with ReVision Urban Farm in Dorchester, MA
- **ULearn** (Science Education) introduced employees to Science Club for Girls (SCFG), which provides STEM education for girls in kindergarten through eighth grade, junior mentoring and leadership experiences for high school girls, and adult mentoring and role modeling. A virtual event kicked off an employee fundraiser for SCFG



Talent Attraction and Retention

Employee Professional Development

We invest in employee driven initiatives that ensure we can attract and retain employees who share our values. Continued employee learning and growth is critical to Alnylam's long-term success. We offer a wide range of trainings and targeted programs for employees at every stage in their development. Leadership programs for existing employees and internship programs for future Alnylam leaders provide career growth. We support our team through tuition reimbursement, career development workshops, and year-round elective learning classes through our online training program.

Alnylam's annual Global Employee Development Week was virtual in 2021 and focused on "Adapting with Purpose". The event included keynote speakers, workshops and coordinated eLearning tracks for each employee. More than 800 employees participated, attending 14 workshops aligning with key cultural topics including commitment to people, open culture, passion for excellence, innovation and discovery, and sense of urgency. Following the sessions, 96% of employees noted they improved knowledge through the week, and 92% plan to apply their learnings in practice.

Our **Antares Leadership Development Program** focuses on high potential Senior Manager to Associate Director level employees, preparing them for future leadership roles. In 2021, Antares held two cohorts of 24 leaders in each. Participants receive one-on-one mentoring with an Operating Team (Vice President or above) member, regular assessments and tailored individual development plans. They engage in workshops and group projects to broaden their perspectives across Alnylam business units. In 2021, an Antares project on clinical trial diversity helped inform our current approach.

In 2021, we also introduced **Dunbar Language School** courses in English as a Second Language for employees in Europe and Japan, incorporating the global nature of our business in our employees' professional development opportunities.



EMPLOYEE DEVELOPMENT SPOTLIGHT: THE ATHENA PROJECT

The **Athena Project** initiated in 2021, focuses on enhancing the leadership skills of women at the Director and Senior Director level at Alnylam. For our first cohort, 46 women applied representing 37% of our Director and Senior Director population. Of this group, 16 were accepted. The 10-month program, delivered in partnership with the University of California, Berkeley, employs a blended approach of assessment, executive education, enterprise level business simulation, and executive mentoring.

Fifteen applicants to the Athena Project program were chosen as participants in the new **Healthcare Businesswomen's Association (HBA) Leadership Ambassador Program**, sponsored by iThrive ERN. We plan to further develop the Athena Project and HBA in 2022 as key touchpoints for women's leadership development at Alnylam.

Preparing the Next Generation of Talent

We work to attract top future talent globally to Alnylam with a variety of employment-related learning opportunities for undergraduate, graduate and postdoctoral students. Through Alnylam’s Summer Intern & Co-Op Programs, undergraduate and graduate students can gain industry experience, exposure and mentoring. Each year, we host an average of 65 Co-Ops in Alnylam offices. In 2021, many of these opportunities were virtual due to the pandemic.

Since 2015, our partnership with Northeastern University has offered PharmD Fellowships that equip postdoctoral students with the skills necessary to develop advanced medicines in the future. Fellows at Alnylam work in their core areas of expertise, with flexibility to discover new opportunities within the company and participate in teaching opportunities at Northeastern.

In 2021, we began working with MassBioEd’s Apprenticeship Program to offer a streamlined pathway into the industry for students interested in science. At Alnylam, this opportunity combines technical training, on-site work experience, and income support. The program also provides soft skills workshops and broad industry exposure into its training to give apprentices an understanding of their role in the delivery of drugs to patients.

GLOBAL EMPLOYEE SNAPSHOT*

EMPLOYEE DATA	2021
ALNYLAM EMPLOYEES	
Total employees	1,665
Total U.S. employees	1,290
GLOBAL GENDER DIVERSITY	
Female	52%
Male	48%
GLOBAL WORKFORCE BY AGE	
Under 30 Years Old	9%
30-50 Years Old	63%
Over 50 Years Old	28%
RACIAL DIVERSITY OF U.S. WORKFORCE***	
American Indian or Alaska Native or Pacific Islander	0%
Asian	21%
Black or African American	6%
Hispanic or Latino	5%
Two or more races	5%
White	63%
ALNYLAM'S BOARD OF DIRECTORS	
Board members	11
Female Board members	5
Board members from underrepresented populations**	2
ALNYLAM'S MANAGEMENT BOARD	
Board members	10
Female Board members	4
Board members from underrepresented populations**	4

*All diversity statistics based on totals collected in December 2021.
 **Defined as those who self-reported as Black or African American, Hispanic or Latino, American Indian, Alaska Native or Pacific Islander, or who identified as two or more races
 ***22% of the U.S. employee population did not disclose their race and ethnicity information

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

Our patients, our employees and our business can only thrive when the communities surrounding us do as well. We believe in building resilient, sustainable communities and investing in the underlying social determinants of health that influence health inequities and health outcomes. For the past several years, Alnylam has prioritized health equity as a core focus of its social impact investments, seeking to increase access to new medicines and help patients live healthier lives.

Investing in Health Equity

Alnylam Challengers

In 2020, we set out to build a signature social impact program that aligns with our CR theme of Accepting Challenges to Improve the Health of Humanity. In 2021, we launched *Alnylam Challengers* focused on rallying behind bold, entrepreneurial approaches to increase access to critical health services, medicines and treatments in underserved communities. Through this program, we empower “Challengers” - social entrepreneurs, employees, business partners and others - in their pursuit of fresh solutions to address health inequities and social determinants of health.

We partnered with and donated an initial \$1 million to Acumen America, the U.S. division of the pioneering global NGO that invests in social impact-driven companies, leaders and ideas, to impact the health of 75 million people in the U.S. by 2024. Through this relationship, we seek to raise awareness of systemic health equity issues, advance the work of bold business and nonprofit models, and improve the health of underrepresented people. *Alnylam Challengers*, and our partnership with Acumen represents a multi-dimensional



Alnylam employees volunteering at ReVision Community Farm

KEY PRIORITIES IN 2022

- Expand Alnylam Challengers social impact program internationally
- Expand opportunities for employee giving and volunteerism by deploying the Benevity technology platform
- Build a strategy to contribute to humanitarian access models and programs

MATERIAL TOPICS RELATED TO COMMUNITY

- Community impact
- Health equity
- STEM education

commitment that includes a Social Investment Portfolio, employee skills-based volunteerism Advisory Corps, and a series of cross-sector convenings that engage others to think boldly and partner around important health issues.

As part of this program, we collaborated with the nonprofit Life Science Cares to convene executives from across the Life Sciences industry to discuss novel social-impact driven business approaches that can disrupt health inequities in the U.S. Recognizing this will continue to be a watershed issue for our industry, patients and communities for years to come, we plan to expand *Anylam Challengers* investments into new markets throughout the world, further engage employees, and shine a spotlight on promising new solutions others can rally behind.

Investing in STEM

Anylam seeks to advance the next generation of talented professionals into the life sciences and related careers. Each year, we collaborate with community partners that support leadership and skill development in science, technology, engineering and math (STEM) for women, LGBTQ+ individuals, veterans, first generation college students, and youth from underrepresented communities.

Student Connections

Anylam employees are passionate about preparing youth for bioscience careers. ULearn With Anylam brings the science of RNAi to life in local schools and community organizations. Anylam employees create and deliver experiments, such as a hands-on module on extracting DNA from a strawberry that teaches the concept of molecular density. During the COVID-19 pandemic volunteers developed an at-home RNAi Activity Book; engaged 300 Massachusetts public school students in virtual classroom visits; hosted a virtual field trip for Boston University's RISE (Research in Science & Engineering) classes; reviewed student projects during Mass STEM Hub's STEM Week; and packed 500 supply kits with Science Club for Girls during Anylam's annual Helpings Hands Global Week of Service.

In addition, Anylam employees also shared our work in RNAi therapeutics and information about careers in science and with college graduate students at Women in the Enterprise of Science and Technology (WEST), Harvard University, Wheaton College, Cambridge Science Festival, and Boston University.



SPOTLIGHT ON COMPANY **SAMESKY HEALTH** (FORMERLY CONSEJOSANO)

Our first *Anylam Challengers* employee volunteer Advisory Corps project was with Acumen America portfolio company SameSky Health, a leading expert in developing culturally sensitive health care communications and engagement campaigns for harder to reach underserved populations. In 2021, a small team of Anylam employees helped SameSky Health executives gain a better understanding of the bio-science marketplace, clinical trial process, and potential new business growth opportunities, while the SameSky Health team helped Anylam patient advocacy and DEI experts gain new communications insights.

Independent Medical Education Grants

Each year, we work closely with the medical and scientific community to provide grants that advance their work in therapeutic areas of interest. Our Independent Medical Education (IME) grants enable healthcare professionals to close clinical, research and other practice gaps. In 2021, we provided 36 IME grants.

Employee Engagement in Communities

Actively participating in the communities where we live and work is a core part of our culture. In 2021, we expanded our commitment to volunteerism by adding 8 hours of paid volunteer time annually to our employee benefits package. We also partnered with Benevity to implement our first online giving and volunteerism portal which will enable employees to track their donations and volunteer time year-round.

Highlights of employee engagement in 2021 include:

- **Alnylam's Helping Hands Global Week of Service**

Over 500 employees dedicated more than 2,000 hours helping others virtually and in-person during service week, despite restrictions during the pandemic. This included 30 community projects throughout the week with 15 partner organizations.

- **"Give Homelessness the Boot" Campaign**

Continued our annual commitment to collect and provide basic winter essentials through Life Sciences Cares in partnership with The Cambridge and Somerville Programs for Addiction Recovery (CASPAR).

- **India COVID Relief**

Dedicated to provide COVID relief in India, our SHADES ERN raised \$69,000 which was matched by Alnylam to total \$138,000 in donations to SEWA International and American India Foundation to support the purchase of ventilators, PPE and other major needs during India's COVID surge.

- **Small Business Shopping Catalogue**

Alnylam partnered with Conscious Customer to offer employees a custom curated holiday shopping catalogue with a broad array of products and services provided by diverse vendors.

KEY COMMUNITY PARTNERSHIPS FOCUSED ON ADDRESSING SOCIAL DETERMINANTS OF HEALTH

- Berkshire Wildlife Trust (U.K.)
- Boston Food Bank (U.S.)
- CASPAR (U.S.)
- Cradles to Crayons (U.S.)
- Cupboard of Kindness (U.S.)
- Family Promise (U.S.)
- Hospitality Homes (U.S.)
- Harvard Square Homeless Shelter (U.S.)
- Legambiente (Italy)
- L'Ile Fertile (France)
- Ronald McDonald Hus (Sweden)
- Thames Hospice (U.K.)

KEY COMMUNITY PARTNERS AND COALITION MEMBERSHIP

- Adsis Foundation (Spain)
- DASH (U.K.)
- GenUnity (U.S.)
- Kendall Square Association Community Impact Group (U.S.)
- Life Science Cares (U.S.)
- MassBioEd (U.S.)
- MassBio (U.S.)

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

As a biopharmaceutical company focused on improving the health of humanity, we have an important role to play in creating a more sustainable planet. We know that public health is inextricably linked to our planet’s health.

In 2021, we took meaningful steps forward to collect baseline data across our most important areas of focus in environmental management. We established important tools and strategies to begin setting targets that drive positive environmental performance. As we continue on our sustainability journey, we continuously strive to reduce our impact.

Our Environmental Impact

Greenhouse Gas Emissions, Energy Use and Climate Change

As we advanced RNAi therapeutics, there were few blueprints to follow on how we would develop and manufacture our medicines. We built our processes from the ground up and devised solutions for manufacturing, quality control and supply chain. Many of these systems were new to the pharmaceutical industry and have forged an innovative path in quality, safety and environmental practices that emphasize continuous improvement.

In 2021, we partnered with a global technical sustainability leader to develop baseline data and operational parameters to accurately calculate our environmental footprint and begin the process of setting targets to address those impacts. This process included and was overseen by a large, cross-functional team representing Facilities and departments across Anylam.



KEY PRIORITIES IN 2022

- Complete 2021 Scope 1, 2, and 3 (limited) GHG and solid/hazardous waste inventory
- Complete baseline data collection and analysis of water use
- Conduct third-party verification of our baseline and 2021 data and analyze 2021 data against baseline
- Model GHG and operational waste reduction targets
- Develop a roadmap to approve, implement and communicate our emissions reduction strategy

MATERIAL TOPICS RELATED TO PLANET

- Climate change
- Waste
- Water and wastewater

We calculated Alnylam’s Scope 1 and Scope 2 greenhouse gas (GHG) emissions and selected three Scope 3 emissions categories to begin our Scope 3 process. Using the WRI GHG Protocol and ISO 14064-1 standards, we built a process to quantify GHG emissions from all Alnylam facilities and vehicles as well as purchased electricity, steam, and water.

For our exploratory analysis of Scope 3 emissions, we identified three key areas of focus – waste generated in operations, business travel, and employee commuting (including a “Work from Home” emissions source). Using the same protocol and standards, we developed data collection processes for each focus area and applied methodology to calculate our footprint in each area. We expect to increase our analysis of other Scope 3 emissions categories over time and include them in our overall strategy and reporting metrics in future CR Reports.

We know setting goals in GHG reduction will require an all-hands-on-deck mentality that started with this baseline setting process.

Alnylam’s Global Energy and Emissions Footprint*

METRIC	UNITS	2020 BASELINE DATA
Scope 1 GHG Emissions	Metric Tons of CO2e	3,985
Scope 2 GHG Emissions (Location Based)	Metric Tons of CO2e	7,443
Scope 3 GHG Emissions (Select Categories)	Metric Tons of CO2e	<ul style="list-style-type: none"> Category 5: 573 Category 6: 912 Category 7: 1,648
Electricity Consumption	MWh	22,133

*Third-party data verification in process.



The Giki Zero app

GIKI ZERO SHOWS EMPLOYEES A PATH TO A SMALLER FOOTPRINT

In 2021, Alnylam’s CEMEA region operations began a partnership with Giki Zero, an opportunity that was identified and driven by the employee-led Green Team. The Giki Zero tool provides personalized carbon footprint estimates for individuals and families. This tool allows our employees in Europe to better understand their own carbon footprint and identify steps they can take to reduce waste, buy renewable energy, and more. In 2020 and 2021, all around the world, individuals and families’ footprints changed during the global pandemic. We plan to continue to engage with Giki Zero to empower our employees to take meaningful steps to reduce their footprints in their daily lives.

Facility Projects and Upgrades

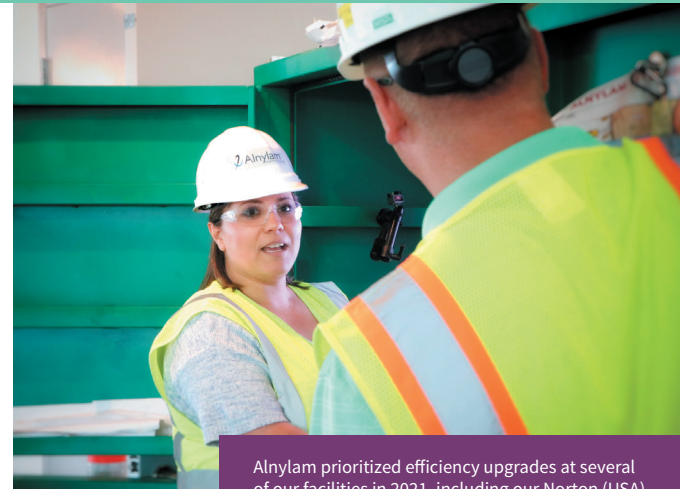
In 2021, we completed a LED lighting upgrade project at our Alewife manufacturing facility. A total of 103 light fixtures were converted to LED, resulting in reduced maintenance, eliminating fluorescent bulb handling and disposal costs, and ultimately realizing long term energy savings. The project also qualified for a 25% incentive rebate from the local electrical utility.

A major project was also undertaken at the Norton manufacturing site to improve the reliability and efficiency of the central cooling system. During favorable times of the year, outdoor air will be used to directly cool the building. This method, referred to as “free cooling”, requires significantly less energy per unit of cooling delivered. The upgrades made to the plant control system will allow for the automated use of “free cooling”, replacing a previous manual operation. We expect these changes to have a measurable impact on energy consumption at the site.

In Switzerland, employees worked to avoid waste created from catering or large meetings or team gatherings. They engaged partner organization Foodsharing Zug, an association committed to preventing food waste. Together, they found uses for available food in the community after any event. The organization inspired the Alnylam office to move to non-disposable glassware in 2021 and to incorporate recycling stations to dispose of glass, PET, cartons, paper, batteries and more.

Sustainable Transportation

In 2021, we benefited from the EMKAY goGREEN Program to realize carbon-neutrality for the 186 vehicles in our U.S. fleet. Through this program, EMKAY calculated emissions for our fleet and purchased carbon offset options equivalent to vehicle carbon emissions. Fleet vehicle emissions are provided in the table on the previous page.



Alnylam prioritized efficiency upgrades at several of our facilities in 2021, including our Norton (USA) manufacturing site



EV charging stations, like these at Alnylam’s Norton site, are available at all Alnylam facilities in the U.S. and many of our offices in Europe and Asia

Using Resources Responsibly

Water Management and Conservation

Our manufacturing process is dependent on water both as it enters and leaves our facilities, and we are dedicated to using it, and all natural resources, in a sustainable manner. We monitor water quality and ensure no harmful discharge or runoff reaches local watersheds. Similar to our energy use evaluations, we are currently working to develop baseline water data management processes and plan to implement additional strategies to reduce our water intensity in the future.

Controlling Waste

Our R&D and manufacturing processes are chemically intensive due to the RNAi therapeutics we are creating, which requires handling and disposing of both non-hazardous (municipal solid waste) and hazardous waste. As part of the baseline GHG data collection process, we completed a hazardous/non-hazardous waste inventory across all owned and leased Alnylam facilities to quantify our entire waste profile and better understand how we can eliminate, reduce, reuse and recycle wastes more effectively.

We completed a proactive third-party compliance audit of a bulk hazardous waste processing facility to verify our responsibility for managing it from cradle to grave. We also completed an internal review of our hazardous waste streams, looking for opportunities to optimize our treatment options.

We are reducing the use of insulated shippers within our European operations, and have reduced approximately 37,000 kg of plastic and carton waste each year. We are committed to working with our vendor and facilities partners to expand tracking waste generation, reduction, recycling and disposal effectively.

“ We recognize the vital connection between the health of the planet and the health of humanity. We look to build on our first environmental disclosures and are committed to reducing our environmental impact and transparently sharing progress on these efforts. ”

Al Boyle, Chief Technical Operations & Quality Officer



Throughout 2022, we will continue to seek ways to optimize our management of all waste streams across offices, labs and manufacturing facilities.

We actively look for new and sustainable approaches to decreasing, treating, recycling and transporting hazardous waste.

Waste Management*

NON-HAZARDOUS WASTE		2020 BASELINE DATA
Landfilled	Metric Tons	108
Waste-to-energy	Metric Tons	90
Recycled	Metric Tons	78
Incinerated	Metric Tons	1
Diversion Rate**	Percentage	28
HAZARDOUS WASTE		2020 BASELINE DATA
Waste-to-energy	Metric Tons	3
Chemical Recycling	Metric Tons	0.76
Other Recycling	Metric Tons	2.4
Incinerated	Metric Tons	175
Fuel Blending	Metric Tons	125
Treated	Metric Tons	0.03
Diversion Rate**	Percentage	1

*Third-party data verification in process.

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



CONSCIOUS COFFEE (AND TEA)

To help reduce individual waste, both in the office and at home, Anylam provided every employee around the globe with a reusable coffee tumbler and reusable straw in 2021. Additionally, we strive to use only recyclable and/or compostable coffee cups and lids in all of our offices in the U.S., Canada, Europe, Asia and Latin America.

We set high standards for our employees and partners.

Our five-year business strategy, Alnylam P⁵x25, focuses on our transition to a top-five biotech by 2025. Investing in good governance is an essential business practice. We adhere to the highest level of ethical, compliance and legal standards and strive to apply a corporate responsibility (CR) lens toward business activities. As we grow and evolve, our approach to governance and integrity does as well.

Corporate Governance

Our Board of Directors (Board) sets the tone for governance across our company. Our 11 Board members bring both scientific and non-scientific backgrounds to their roles and ensure we meet our strategic goals, emphasizing integrity in all we do. Our Board represents diverse populations with five women and two persons of color as members. Led by Executive Chair Michael W. Bonney and Lead Independent Director Amy W. Schulman, our Board includes four key committees:

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

Our CEO Dr. Yvonne Greenstreet leads our Management Board, comprised of our most senior executives. This group works hand-in-hand with our Board to manage the performance of our company at every level. The Management Board communicates regularly with investors and other stakeholders around governance issues. Alnylam hosts regular investor meetings and presentations and make these communications available on our website. We also publish on our website the charters of each Board committee, key governance guidelines and our Code of Business Conduct and Ethics.



KEY PRIORITIES IN 2022

- Globally roll out Alnylam's Supplier Code of Conduct and Supplier Diversity program
- Enhance existing compliance program, informed by risk assessment and business strategy
- Ensure our strong and durable patient focus is reflected by a state-of-the-art Ethics and Compliance Program that is fully integrated into organizational, cultural and business operations and meets applicable standards for design, execution and impact aligned with regulator guidance

MATERIAL TOPICS RELATED TO GOVERNANCE AND INTEGRITY

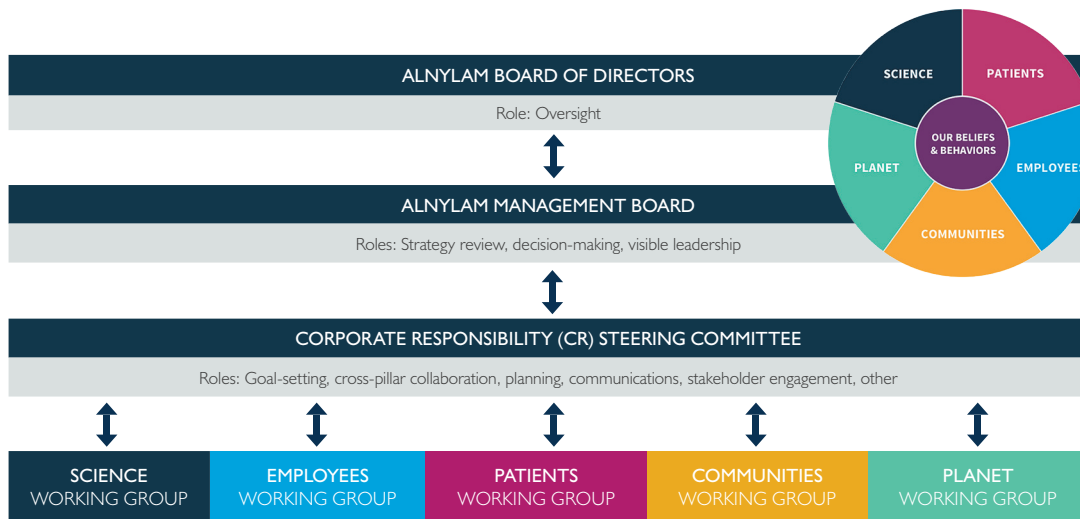
- Governance
- Transparency
- Supplier responsibility
- Data security and privacy

Corporate Responsibility Governance

In 2020, the Nominating and Corporate Governance Committee of the Board also expanded its oversight of and engagement with our Corporate Responsibility and ESG-related matters. As we continue to develop initiatives in CR and ESG, and build our practice of transparency in reporting, Board oversight is crucial to ensuring we prioritize CR throughout our actions.

In 2021, we formalized a CR Steering Committee structure that aligned key Working Groups for each of our areas of focus in CR – patients, science, employees, communities, and planet. Each pillar’s Working Group includes a Chair or Chairs who are also members of the CR Steering Committee and key leaders from various areas of the company whose responsibilities align with each pillar. These dedicated professionals oversee, develop strategy for, and review reporting and key performance indicators surrounding their individual pillars. By utilizing a cross-functional, team-based approach to CR, we are confident our initiatives will integrate smoothly into our existing business initiatives.

In 2021, the CR Steering Committee oversaw our first ever materiality assessment, enabling us to better understand the topics most important to our stakeholders and our business.



“ We aim to create an inclusive culture, rooted in transparency, reflective of our innovation and commitment to the highest standards of ethics and integrity as we serve our patients and deliver life-saving therapies. ”

Maxine Nogard, VP Ethics & Compliance and Chief Privacy Officer



Ethics and Compliance

We strive to maintain the highest level of ethics and compliance throughout our organization. At Alnylam, ethics means doing the right thing for all stakeholders, including patients, to continue to earn and deserve their trust. Ethics involve living our values on a daily basis, ensuring our employees are proud to work for Alnylam and know our values align with theirs. Our Corporate Compliance Committee oversees our Global Compliance Program. This committee is co-chaired by our CEO and includes both Management Board members and senior leaders at Alnylam. The committee meets quarterly and reports to the Nominating and Corporate Governance Committee of the Board.

Guiding the work of all Alnylam employees and our Global Compliance Program is our Code of Business Conduct and Ethics. In this Code, we outline our commitment to comply with relevant laws and regulations in our global operations. We recognize each country we operate in has unique requirements for operations responsibility, product quality, patient safety, privacy, ethical research, and scientific exchange. We work to employ the highest global standard across Alnylam for each of these areas of focus.

In 2021, we set out to review our policies and procedures outlined in and refresh the language of our Code of Business Conduct and Ethics. This review process meant making this Code more globally accessible for our employees and our stakeholders, recognizing the challenges of conduct and ethics differ from country to country.

We updated our Open-Door Policy in the Making Ethical Decisions section of the Code. Alnylam's Open-Door Policy encourages employees to present ideas, ask questions, and raise concerns without fear of retaliation. It is imperative our employees know they will be heard when they have concerns or questions, and that our commitment to innovation means accepting new ideas and ways of thinking from them. We added commentary and suggestions for Ethical Leadership in the Employees section. Our leaders are role-models for the Core Values at Alnylam and for ensuring the Code is at work in our day-to-day activities. We expect leaders to be proactive in speaking up when they see something wrong and to answer questions for their teams about the Code, policies, procedures and Core Values.

BOARD OF DIRECTORS

We have a team of accomplished leaders from various backgrounds who elevate our initiatives and strategies.

Executive Chair of the Board

Michael W. Bonney

Lead Independent Director of the Board

Amy W. Schulman

Audit Committee

Marsha H. Fanucci, Chair
Olivier Brandicourt, M.D.
Colleen Reitan

People, Culture and Compensation Committee

Amy W. Schulman, Chair
Steven M. Paul, M.D.
Olivier Brandicourt, M.D.

Nominating and Corporate Governance Committee

David E.I. Pyott, Chair
Dennis A. Ausiello, M.D.
Marsha H. Fanucci
Margaret A. Hamburg, M.D.
Amy W. Schulman

Science and Technology Committee

Phillip A. Sharp, Ph.D., Chair
Dennis A. Ausiello, M.D.
Steven M. Paul, M.D.
Margaret A. Hamburg, M.D.



Data Security and Privacy

We prioritize protection of personal data and patient information. Patients trust us, and we work to earn that trust of patients every day by protecting their privacy and handling private data with integrity. Our privacy team applies a global approach, working to meet the highest and strictest standard in every country where we operate.

In January 2021, we celebrated Data Privacy Week by launching a new employee intranet page dedicated to privacy and expanded regular privacy-related communications for employees. We also started our Privacy Champions Network, a group of about 30 individuals across Alnylam who act as the front line of defense in data privacy monitoring. These individuals help ensure completed private impact assessments, data protection impact assessments, data mapping and knowledge management mapping in each of their respective departments.

Our Ethics & Compliance website for employees also has privacy-related links and trainings to ensure all employees have access to the most up-to-date information on data privacy protection.

Supplier Responsibility

The success of our business depends on partnerships with suppliers to provide goods and services that enable our work. We expect those suppliers to meet our requirements in ethics, compliance and corporate responsibility. Our Global Procurement Policy guides responsible, ethical purchasing, in compliance with applicable laws, industry standards, internal policies and controls, business rules, and regulatory requirements globally.

In 2021, we developed a Supplier Code of Conduct and created our first Supplier Diversity program. Both initiatives will roll out fully in 2022. We will ensure suppliers accept and comply with the new Supplier Code of Conduct and require acceptance annually. We will utilize the APEX portal, an online tool that registers and onboards suppliers, linking directly to existing internal systems. This tool will allow our sourcing team to better include additional diverse suppliers. Our procurement team will also employ strategies to identify new vendors that meet our business needs and set target spending goals.



ETHICS AND COMPLIANCE HOTLINE

Our anonymous and confidential 24-hour Ethics and Compliance Hotline can be accessed by phone or online to report concerns. This hotline is monitored by a third-party and all reports to it are followed up on thoroughly.





Engaging Suppliers in Privacy

Alnylam extends our commitment to data security and privacy to our third-party suppliers. In 2021, we updated our informed consent templates for suppliers, conducted multiple impact assessments with suppliers who are transferring data outside the U.S. and began to engage vendors on new European Union standards for contractual clauses. In 2022, we will roll out our compliance function related to our Supplier Code of Conduct and continue to input strong oversight procedures for suppliers.

Political Advocacy

In 2021, we signed a letter to Congress, alongside more than 400 biopharmaceutical companies, asking policymakers to limit the amount insurers can require patients to pay out-of-pocket. We have also urged Congress to allow generic versions of medicines to become available when patents expire, rather than allowing endless extension of patent protections. More generic development means more affordable, critical therapies are available for patients in need.

Alnylam launched a Political Action Committee (PAC) in 2020. Alnylam PAC makes contributions to candidates for federal office in both major parties and complies with all Federal Election Commission regulations and rules regarding contributions and disclosure on a periodic basis. We work to ensure our voice contributes to key topics including patient access, drug pricing, and health equity, among other topics.



ETHICAL MARKETING

Our marketing and promotion are based on honesty and use accurate and well-balanced scientific information. We are guided by applicable laws, regulations, and best practices in our industry including the U.S. PhRMA Code and the European Federation of Pharmaceutical Industries and Associations (EFPIA). Alnylam understands providing healthcare professionals information that complies with applicable laws and regulations is key to the safe and effective use of our products. Our standards for communications ensure we are truthful and never misleading. We do not interfere with a healthcare professional's clinical judgement. Information about our products does not overstate their efficacy or downplay risks. Instead, it provides an appropriate balance of risks and benefits. Such information is properly reviewed and approved, and we do not promote products for unapproved uses.

Alnylam 2021 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 are for the year ended December 31, 2021 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. 20. 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)	No inspections resulted in VAI or OAI. Clinical Trial Practices: Alnylam CR Report: Science Section: p. 20.
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. Since their launch, we have made zero price increases on any of our marketed products. Equitable Access and Affordability: Alnylam CR Report: Patient Section: p. 11.
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 .
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 2021.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE												
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2021, Alnylam accepted 474 vials of returned product (approximately 0.5% of all shipped vials), and disposed of 101 vials that were returned and rejected.												
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 2021.												
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 Section: p. 21.												
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 Section: p. 21.												
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 pp. 79.												
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Alnylam 10-K pp. 61. 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	Preparing the Next Generation of Talent: Alnylam CR Report: Employee Section: p. 31.												
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	<table border="0"> <tr> <td>Voluntary Turnover Rate (%)</td> <td>Involuntary Turnover Rate (%)</td> </tr> <tr> <td>VP+: 20.4</td> <td>VP+: 4.5</td> </tr> <tr> <td>Director+: 12</td> <td>Director+: 3.5</td> </tr> <tr> <td>Assoc Dir: 8.5</td> <td>Assoc Dir: 0.8</td> </tr> <tr> <td>Manager+: 14.5</td> <td>Manager+: 0.9</td> </tr> <tr> <td>Individual Contributor: 10</td> <td>Individual Contributor: 0.9</td> </tr> </table>	Voluntary Turnover Rate (%)	Involuntary Turnover Rate (%)	VP+: 20.4	VP+: 4.5	Director+: 12	Director+: 3.5	Assoc Dir: 8.5	Assoc Dir: 0.8	Manager+: 14.5	Manager+: 0.9	Individual Contributor: 10	Individual Contributor: 0.9
Voluntary Turnover Rate (%)	Involuntary Turnover Rate (%)													
VP+: 20.4	VP+: 4.5													
Director+: 12	Director+: 3.5													
Assoc Dir: 8.5	Assoc Dir: 0.8													
Manager+: 14.5	Manager+: 0.9													
Individual Contributor: 10	Individual Contributor: 0.9													

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
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 thirdparty audit programs for integrity of supply chain and ingredients	Anylam does not currently require Rx-360 audits, but does perform a quality audit annually for all suppliers. Supplier Responsibility: Anylam CR Report: Governance Section: p. 43.
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 Anylam's 10-K and Annual Report. Anylam 10-K pp. 79.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Anylam Code of Business Conduct and Ethics: http://www.anylam.com/codeofconduct
SASB TOPIC/CODE	ACTIVITY METRIC	DISCLOSURE
HC-BP-000.A	Number of patients treated	2,540+ patients currently treated with ONPATTRO®, GIVLAARI® or OXLUMO® Link: JP Morgan Healthcare Conference Presentation: https://anylampharmaceuticalsinc.gcs-web.com/static-files/a152a390-748b-46df-92bc-5c064c0bad3c
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Anylam Snapshot: Anylam CR Report: Introduction: p. 6. Anylam Pipeline Website: https://www.anylam.com/anylam-rnai-pipeline/

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)	
GRI 101: Foundation 2016				
General Disclosures				
GRI 102: General Disclosures 2016	Organizational Profile			
	I02-1	Name of the organization	I0-K	I0-K p. 1
	I02-2	Activities, brands, products, and services	I0-K	I0-K p. 5
	I02-3	Location of headquarters	I0-K	I0-K p. 78
	I02-4	Location of operations	I0-K	I0-K p. 78
	I02-5	Ownership and legal form	I0-K	Ownership Profile: https://investors.anylam.com/ownership-profile
	I02-6	Markets served	Website	I0-K p. 5
	I02-7	Scale of organization	I0-K	Anylam Snapshot: Anylam CR Report: Introduction: p. 6.
	I02-8	Information on employees and other workers	CR Report	Global Employee Snapshot: Anylam CR Report: Employees Section: p. 31.
	I02-9	Supply chain	CR Report	Supplier Responsibility: Anylam CR Report: Governance Section: p. 43.
	I02-10	Significant changes to the organization and its supply chain	CR Report	I0-K p. 45
	I02-11	Precautionary Principle or approach	I0-K	I0-K p. 45
	I02-12	External initiatives	CR Report	Product Development Partnerships: Anylam CR Report: Science Section: p. 19.
	I02-13	Membership of associations	CR Report	Key Community Partners and Coalition Membership: Anylam CR Report: Community Section: p. 34.
	Strategy			
	I02-14	Statement from senior decision-maker	CR Report	CEO Letter: Anylam CR Report: p. 4.
	I02-15	Key impacts, risks and opportunities	CR Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
Ethics and integrity				
I02-16	Values, principles, standards and norms of behavior	CR Report	Workplace Culture: Anylam CR Report: Employees Section: p. 25.	
I02-17	Mechanisms for advice and concerns about ethics	CR Report	Anylam CR Report: Governance and Integrity Section: p. 40. Anylam Code of Business Conduct and Ethics: https://anylampharmaceuticalsinc.gcs-web.com/	

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Governance		
	I02-18 Governance structure	CR Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-19 Delegating authority	Annual Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-20 Executive-level responsibility for economic, environmental, and social topics	Annual Report	Corporate Responsibility Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-21 Consulting stakeholders on economic, environmental, and social topics	Annual Report	Corporate Responsibility Governance: Anylam CR Report: Governance and Integrity Section p. 40. Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-22 Composition of the highest governance body and its committees	Annual Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-23 Chair of the highest governance body	Annual Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-24 Nominating and selecting the highest governance body	Annual Report	Anylam Proxy Statement p. 14
	I02-25 Conflicts of interest	Annual Report	Anylam Proxy Statement p. 10
	I02-26 Role of highest governance body in setting purpose, values, and strategy	CR Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-27 Collective knowledge of highest governance body	Annual Report	Corporate Governance: Anylam CR Report: Governance and Integrity Section p. 40.
	I02-28 Evaluating the highest governance body's performance	Annual Report	Anylam Proxy Statement p. 34
	I02-29 Identifying and managing economic, environmental, and social impacts	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-30 Effectiveness of risk management processes	Annual Report	Director Compensation, Anylam Proxy Statement p. 40 Executive Compensation, Anylam Proxy Statement p. 50
	I02-31 Review of economic, environmental, and social topics	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-32 Highest governance body's role in sustainability reporting	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-33 Communicating critical concerns	Annual Report	I0-K p. 45
	I02-34 Nature and total number of critical concerns	Annual Report	I0-K p. 45
	I02-35 Remuneration policies	Annual Report	Director Compensation, Anylam Proxy Statement p. 40 Executive Compensation, Anylam Proxy Statement p. 50
	I02-36 Process for determining remuneration	Annual Report	Director Compensation, Anylam Proxy Statement p. 40 Executive Compensation, Anylam Proxy Statement p. 50
I02-37 Stakeholders' involvement in remuneration	Annual Report	Anylam Proxy Statement p. 88	
I02-38 Annual total compensation ratio	Annual Report	Anylam Proxy Statement p. 86	
I02-39 Percentage increase in annual total compensation ratio	Annual Report	Anylam Proxy Statement p. 86	

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)	
GRI 101: Foundation 2016				
General Disclosures				
GRI 308: Supplier Environmental Assessment 2016	Stakeholder engagement			
	I02-40	List of stakeholder groups	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-41	Collective bargaining agreements	Annual Report	I0-K p. 42
	I02-42	Identifying and selecting stakeholders	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-43	Approach to stakeholder engagement	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-44	Key topics and concerns raised	CR Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	Reporting practice			
	I02-45	Entities included in the consolidated financial statements	Annual Report	I0-K p. 1
	I02-46	Defining report content and topic Boundaries	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-47	List of material topics	Annual Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	I02-48	Restatements of information	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-49	Changes in reporting	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-50	Reporting period	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-51	Date of most recent report	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-52	Reporting cycle	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.
	I02-53	Contact point for questions regarding the report	Annual Report	Contact Information and Useful Links: Anylam CR Report: Introduction: p. 2.
I02-54	Claims of reporting in accordance with the GRI Standards	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.	
I02-55	GRI content index	Annual Report	GRI Content Index: Anylam CR Report: Appendix: p. 48.	
I02-56	External assurance	Annual Report	About This Report: Anylam CR Report: Introduction: p. 10.	

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
200 series (Economic topics)			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	CR Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	103-2 The management approach and its components	CR Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	103-3 Evaluation of the management approach	CR Report	Corporate Responsibility Governance: Anylam CR Report: Governance and Integrity Section p. 40.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	I0-K	I0-K p. 85
	201-2 Financial implications and other risks and opportunities due to climate change	CR Report	Defining Material Issues: Anylam CR Report: Introduction: p. 8.
	201-3 Defined benefit plan obligations and other retirement plans	I0-K	I0-K p. 128
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	I0-K	I0-K p. 85
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Anylam's Supplier Diversity program will implement fully in 2022, and we will begin to disclose local supplier spending in our 2022 CR Report.
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	I0-K	I0-K p. 43
	205-2 Communication and training about anti-corruption policies and procedures	CR Report	Ethics and Compliance: Anylam CR Report: Governance and Integrity Section: p. 40.
Tax			
GRI 207: Tax 2019	207-1 Approach to tax	I0-K	I0-K p. 50
	207-2 Tax governance, control, and risk management	I0-K	I0-K p. 50
	207-3 Stakeholder engagement and management of concerns related to tax	I0-K	I0-K p. 50

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
300 series (Environmental topics)			
Materials			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	CR Report	Anylam is not reporting against this metric.
	301-2 Recycled input materials used	CR Report	Anylam is not reporting against this metric.
	301-3 Reclaimed products and their packaging materials	CR Report	Anylam is not reporting against this metric.
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CR Report	In 2021, Anylam calculated baseline energy consumption for the first time with 2020 as a baseline year. In 2020, Anylam consumed 22,133 MWh. In subsequent reports, we will continue to report on our processes, methodologies and results related to energy consumption. Energy Use and Greenhouse Gas Emissions: Anylam CR Report: Planet Section: p. 35.
	302-2 Energy consumption outside of the organization	CR Report	Anylam is not reporting against this metric. Energy Use and Greenhouse Gas Emissions: Anylam CR Report: Planet Section: p. 35.
	302-3 Energy intensity	CR Report	Anylam is not currently reporting against this metric. Energy Use and Greenhouse Gas Emissions: Anylam CR Report: Planet Section: p. 35.
	302-4 Reduction of energy consumption	CR Report	In 2021, Anylam calculated baseline energy consumption for the first time with 2020 as a baseline year. In subsequent reports, we will continue to report on our processes, methodologies and results related to energy reduction. Energy Use and Greenhouse Gas Emissions: Anylam CR Report: Planet Section: p. 35.
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CR Report	Anylam is working to develop baseline water data management processes and will share information regarding processes, methodologies and results in future reports. Water Management and Conservation: Anylam CR Report: Planet Section: p. 38.
	303-2 Management of water discharge-related impacts	CR Report	
	303-3 Water withdrawal	CR Report	
	303-4 Water discharge	CR Report	
	303-5 Water consumption	CR Report	

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
300 series (Environmental topics)			
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CR Report	In 2021, Alnylam calculated baseline GHG emissions for the first time with 2020 as a baseline year. In 2020, Alnylam's Scope 1 emissions totaled 3,985 MTCO ₂ e. We will continue to report on our processes, methodologies and results related to GHG emissions. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report	In 2021, Alnylam calculated baseline GHG emissions for the first time with 2020 as a baseline year. In 2020, Alnylam's Scope 2 GHG emissions totaled 7,443 MTCO ₂ e. We will continue to report on our processes, methodologies and results related to GHG emissions. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.
	305-3 Other indirect (Scope 3) GHG emissions	CR Report	In 2021, Alnylam calculated baseline GHG emissions for the first time with 2020 as a baseline year. In 2020, Alnylam's Scope 3 GHG emissions totaled 3,133 MTCO ₂ e. We will continue to report on our processes, methodologies and results related to GHG emissions. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.
	305-4 GHG emissions intensity	CR Report	In 2021, Alnylam calculated baseline GHG emissions for the first time with 2020 as a baseline year. In 2020, Alnylam's emissions intensity totaled 8 MTCO ₂ e per FTE and 23 MTCO ₂ e per \$MM revenue. We will continue to report on our processes, methodologies and results related to GHG emissions.. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.
	305-5 Reduction of GHG emissions	CR Report	In 2021, Alnylam calculated baseline GHG emissions for the first time with 2020 as a baseline year. We will continue to report on our processes, methodologies and results related to emissions reduction. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.
	305-6 Emissions of ozone-depleting substances (ODS)	CR Report	Alnylam is not reporting against this metric.
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	CR Report	In 2021, Alnylam calculated baseline air emissions for the first time with 2020 as a baseline year. In 2020, NOX, SOX and other air emissions totaled 2,883 MTCO ₂ e. We will continue to report on our processes, methodologies and results related to air emissions. Energy Use and Greenhouse Gas Emissions: Alnylam CR Report: Planet Section: p. 36.

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
300 series (Environmental topics)			
Effluents and Waste			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	CR Report	Anylam is working to develop baseline water data management processes and will share information regarding processes, methodologies and results. Water Management and Conservation: Anylam CR Report: Planet Section: p. 39.
	306-2 Waste by type and disposal method	CR Report	
	306-3 Significant spills	CR Report	
	306-4 Transport of hazardous waste	CR Report	
	306-5 Water bodies affected by water discharges and/or runoff	CR Report	
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	CR Report	Anylam is working to develop baseline water data management processes and will share information regarding processes, methodologies and results. Water Management and Conservation: Anylam CR Report: Planet Section: p. 39.
	308-2 Negative environmental impacts in the supply chain and actions taken	CR Report	Anylam's Supplier Code of Conduct will implement in 2022. Supplier Responsibility: Anylam CR Report: Governance and Integrity Section: p. 43.

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
400 series (Social topics)			
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CR Report	Voluntary Turnover Rate (%) VP+: 20.4 Director+: 12 Assoc Dir: 8.5 Manager+: 14.5 Individual Contributor: 10 Involuntary Turnover Rate (%) VP+: 4.5 Director+: 3.5 Assoc Dir: 0.8 Manager+: 0.9 Individual Contributor: 0.9
	401-3 Parental leave	CR Report	Supporting Employee Wellbeing: Anylam CR Report: Employees Section p. 24.
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-2 Hazard identification, risk assessment, and incident investigation	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-3 Occupational health services	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-4 Worker participation, consultation, and communication on occupational health and safety	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-5 Worker training on occupational health and safety	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-6 Promotion of worker health	CR Report	Supporting Employee Wellbeing: Anylam CR Report: Employees Section p. 24.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-8 Workers covered by an occupational health and safety management system	CR Report	Workplace Health and Safety: Anylam CR Report: Employees Section p. 23.
	403-9 Work-related injuries	CR Report	Four work-related injuries in 2021. Anylam calculates recordable injury rate using OSHA recordkeeping criteria based on injuries per 200,000 hours worked.
	403-10 Work-related ill health	CR Report	One work-related ill health in 2021. Anylam calculates recordable injury rate using OSHA recordkeeping criteria based on injuries per 200,000 hours worked.

GRI STANDARD		DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics				
400 series (Social topics)				
Training and Education				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		CR Report	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 Section: p. 30.
	404-3 Percentage of employees receiving regular performance and career development reviews		CR Report	100% Employee Professional Development: Alnylam CR Report: Employees Section: p. 30.
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		CR Report	Global Employee Snapshot: Alnylam CR Report: Employees Section: p. 31.
	405-2 Ratio of basic salary and remuneration of women to men			Alnylam is not reporting against this metric.
Human Rights Assessment				
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments			None
	412-2 Employee training on human rights policies or procedures		CR Report	99% of employees completed Code of Conduct training as required in 2021. Training and Accountability: Alnylam CR Report: Employees Section: p. 29.
Local Communities				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		CR Report	Alnylam CR Report: Communities Section: p. 32.
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		CR Report	Alnylam's Supplier Code of Conduct will implement fully in 2022, and we will begin to disclose supplier screening data in future CR reports. Supplier Responsibility: Alnylam CR Report: Governance and Integrity Section: p. 43.
	414-2 Negative social impacts in the supply chain and actions taken		CR Report	Alnylam's Supplier Code of Conduct will implement fully in 2022, and we will begin to disclose supplier screening data in future CR reports. Supplier Responsibility: Alnylam CR Report: Governance and Integrity Section: p. 43.

GRI STANDARD		DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics				
400 series (Social topics)				
Public Policy				
GRI 415: Public Policy 2016	415-I Political contributions		CR Report	Political Advocacy: Alnylam CR Report: Governance and Integrity Section: p. 44.
Customer Health and Safety				
GRI 416: Customer Health and Safety 2016	416-I Assessment of the health and safety impacts of product and service categories		CR Report	Product Quality, Safety and Supply, Alnylam CR Report: Science Section: p. 21.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		CR Report	Product Quality, Safety and Supply, Alnylam CR Report: Science Section: p. 21.
Customer Health and Safety				
GRI 417: Marketing and Labeling 2016	417-I Requirements for product and service information and labeling		CR Report	Ethical Marketing: Alnylam CR Report: Governance and Integrity Section: p. 44.
	417-2 Incidents of non-compliance concerning product and service information and labeling		CR Report	Ethical Marketing: Alnylam CR Report: Governance and Integrity Section: p. 44.
	417-3 Incidents of non-compliance concerning marketing communications		CR Report	Ethical Marketing: Alnylam CR Report: Governance and Integrity Section: p. 44.
Customer Privacy				
GRI 418: Customer Privacy 2016	418-I Substantiated complaints concerning breaches of customer privacy and losses of customer data		CR Report	Data Security and Privacy: Alnylam CR Report: Governance and Integrity Section: p. 43.

To those who say “impossible,
impractical, unrealistic,” we say

CHALLENGE ACCEPTED

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