



Corporate
Responsibility
Report **2023**



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On the Cover: Saint, patient with his son/caregiver, U.K.



CEO Letter

“To be successful, we must scale sustainably so that we are considerate of the environment while also engaging with the communities in which we operate.”



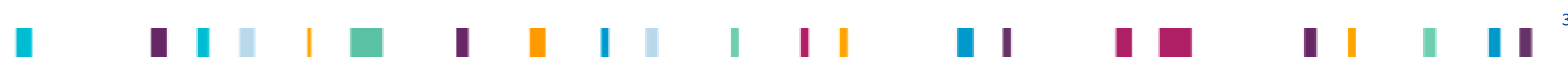
Alnylam continues to lead the wave of RNAi innovation that is changing medicine. I am so excited about our future and the enormous promise we hold to improve the lives of patients around the world. As we grow and progress in our quest to build the next great biotechnology company, we continue to expand our leadership and impact as a responsible corporate citizen, highlighted by our work in four key areas:

Ensuring Access to Our Medicines

Our deep commitment to patients is reflected in our Patient Access Philosophy, the set of core principles that have guided us in our efforts to discover and develop new medicines. It articulates our fundamental commitment to ensuring broad access to these medicines, improving health outcomes for patients, and increasing the value that we provide to society. Our Patient Access Philosophy has been our guide since Alnylam’s earliest days. In 2024, we will relaunch our Patient Access Philosophy, retaining our commitment to proactivity, collaboration and accountability, while leaning in to the responsibility we have as a biopharmaceutical company in the patient journey to innovative therapeutic options.

Investing in Our People and Culture

If we want to embrace disruption and drive innovation, we need a diverse group of people who can think critically, ask tough questions, and challenge the status quo. Our employees embody these attributes and continuously raise the bar on what we can achieve together. Alnylam is for people who want to make an impact; our team is encouraged to set big goals, advance our culture of integrity, continuously learn, and build fulfilling, long-term careers. Throughout this report, you’ll see the evidence of this work in our recognition as a “Best Place to Work” by multiple sources globally, including receiving the #1 ranking for the ‘Largest Employer’ category from *The Boston Globe* for the third year in a row.



Mitigating Our Environmental Impact

To be successful, we must scale sustainably so that we are considerate of the environment while also engaging with the communities in which we operate. Throughout our manufacturing operations, we carefully consider energy, water usage, and waste disposal, and over the last five years we have established new systems to measure, assess, report on, and mitigate our greenhouse gas emissions globally. This year, we made progress by sourcing renewable energy for our Norton and Alewife facilities where we have complete operational control. This is just one step along our continued sustainability journey.

Engaging in Our Communities

As our business and therapeutic pipeline expands, we are simultaneously increasing our investment in communities. We support initiatives and programs that envision a future where health equity is realized for all people served by our industry. At Alnylam, we are actively working to develop innovative health equity community partnerships designed to address unique societal challenges and individual needs.

In our 2023 Corporate Responsibility Report, you will see the hard work and accomplishments of teams across Alnylam this past year. We are proud to share the steps we have taken to build a healthier, more resilient path forward. In the coming years, we will continue to challenge ourselves, pioneering and pushing ahead. Advancing innovations in medicines, advocacy, and access to care that ensures global health equity is possible. I hope you will join us in creating history together.

Sincerely,

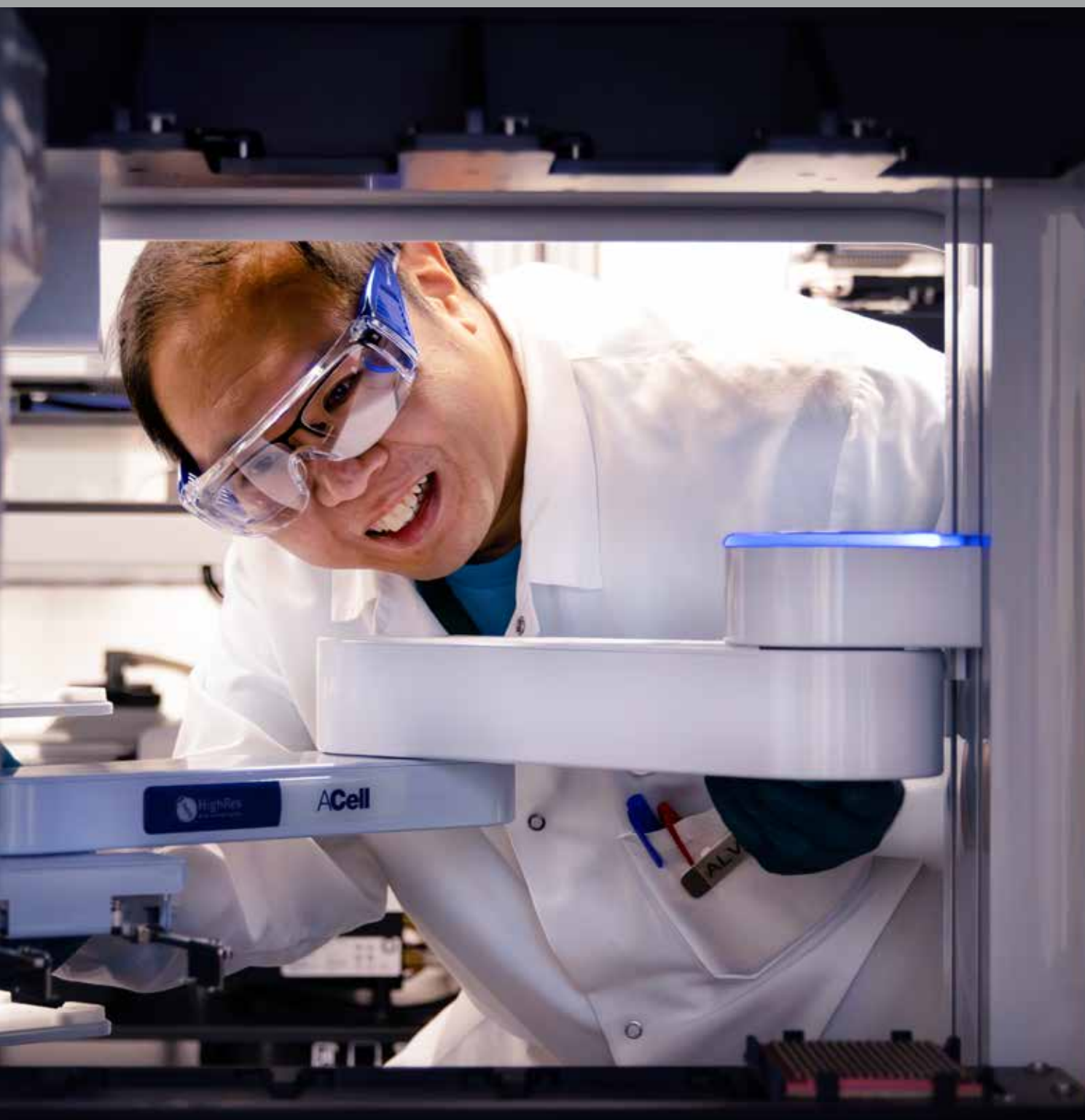
Yvonne Greenstreet, MBChB
Chief Executive Officer



“

As our business and therapeutic pipeline expands, we are simultaneously increasing our investment in communities. We support initiatives and programs that envision a future where health equity is realized for all people served by our industry.

”



About Anylam

Anylam was founded in 2002 and since then has led the RNAi Revolution™, translating the Nobel Prize-winning discovery of RNA interference (RNAi) into an innovative new class of medicines that is changing the way that disease is treated and improving lives around the world.



We are working hard to bring the next wave of RNAi innovations to transform the lives of patients everywhere.



Kevin Fitzgerald
PhD, Chief Scientific Officer

Anylam's RNAi Therapeutics

RNAi therapeutics silence the genes that cause or contribute to diseases. They represent an innovative, clinically-validated approach to treating both rare and prevalent diseases. Our breakthrough RNAi science has moved from discovery to innovation, growing in its positive impact on global health every year.

2018

ONPATTRO® (patisiran)

Treats the polyneuropathy caused by hereditary ATTR (hATTR) amyloidosis.

2019

GIVLAARI® (givosiran)

The first approved treatment for acute hepatic porphyria (AHP) in adults.

2020

OXLUMO® (lumasiran)

The first approved treatment for infants, children, and adults with primary hyperoxaluria type 1 (PH1) via sub-cutaneous injection.

2022

AMVUTTRA® (vutrisiran)

Treats the polyneuropathy caused by hereditary ATTR (hATTR) amyloidosis in adults.

Anylam's growth is guided by our P⁵x25 global strategy:

- **Patients:** Over 0.5 million on Anylam RNAi medicines globally
- **Products:** 6+ marketed products in rare and prevalent diseases
- **Pipeline:** Over 20 clinical programs, with 10+ in late stages and 4+ INDs per year
- **Performance:** ≥40% revenue CAGR through YE 2025
- **Profitability:** Achieve sustainable non-GAAP profitability within the period

2023 BY THE NUMBERS

5 approved products - **4** wholly owned, and Leqvio[®] (inclisiran) through a licensing and collaboration agreement with Novartis

15 programs in clinical development, including **4** in late-stage development

\$1.24+

billion in annual product revenue in 2023

5,100+

patients enrolled on commercial therapy globally

39%

year-over-year growth in total net product revenues

60+

countries with commercial presence (direct or through distributor)

Corporate Responsibility at Alnylam

Our “Challenge Accepted” ethos at Alnylam extends beyond our therapies. It is accompanied by a responsibility to be an ethical, values-based corporate citizen, which frames our approach to Corporate Responsibility (CR) across Alnylam.

Corporate Responsibility at Alnylam centers around a global theme: “Accepting Challenges to Improve the Health of Humanity.” This theme informs our business strategy and how Alnylam operates across closely interrelated pillars material to our everyday operations and external impact – Patients, Science, Employees, Communities, Planet, and Governance.

We recognize that addressing health inequities and removing barriers to medicines and healthcare is a core part of our business and is thus embedded throughout our CR initiatives. Together we can unleash the power of pioneering science, entrepreneurial ideas, and social investments to improve health outcomes for all by advancing innovations in medicines and access to care.



ALNYLAM'S CR OPERATING MODEL

BELIEFS

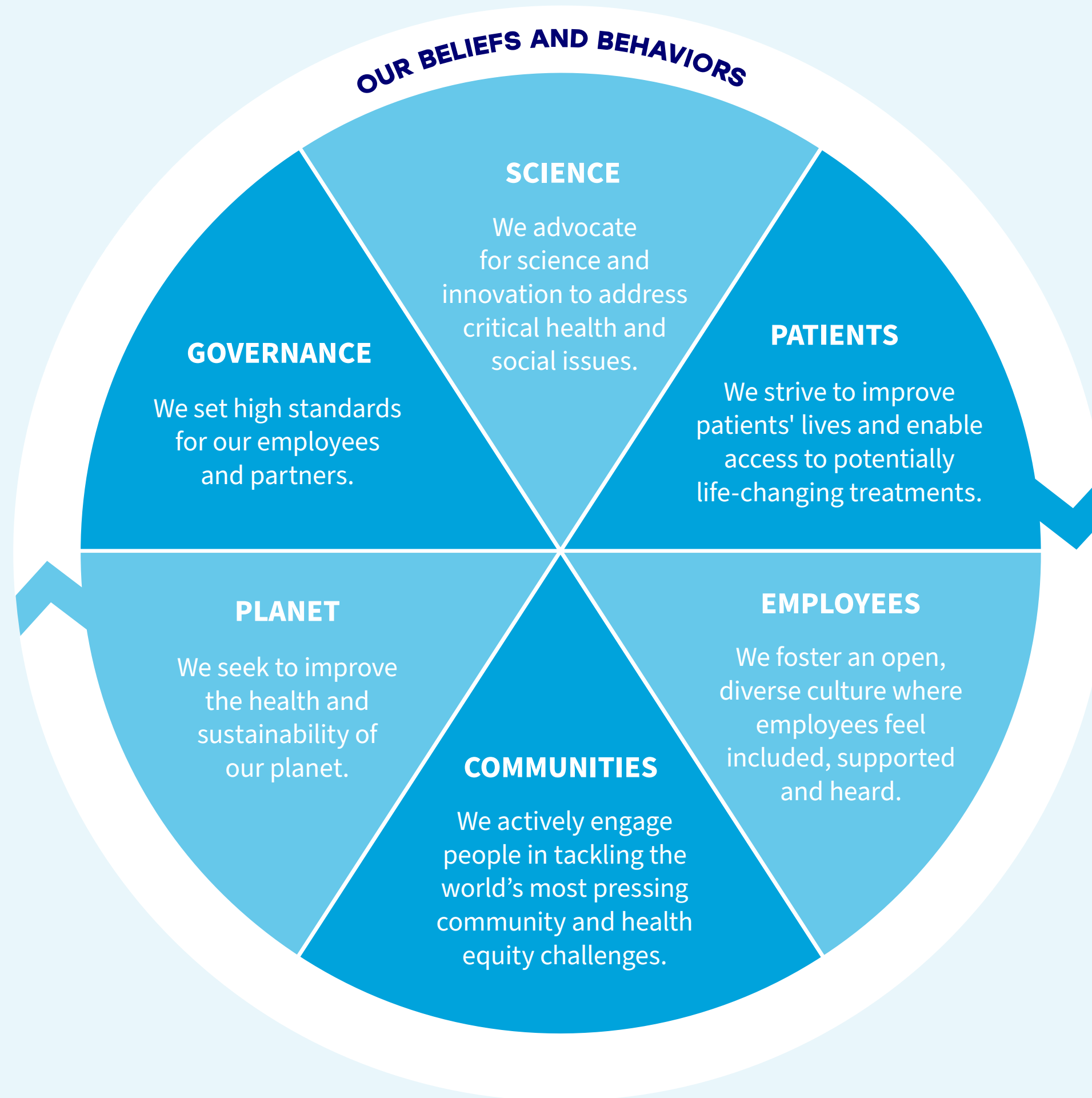
We believe in the noble pursuit of working to improve the health of humanity.

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

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

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

PILLARS



HEALTH EQUITY PRINCIPLES

Strategy: Integrating health equity considerations throughout our business operations.

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

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

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

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







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

Understanding Material Topics

In 2021, Anylam completed our first multi-faceted materiality assessment to identify the topics in CR and ESG (environmental, social, governance) that aligned with our CR Pillars globally.

We also considered Anylam’s business imperatives and focus areas related to our P⁵X25 strategy in this process. In 2023, we revisited our materiality assessment to ensure the topics we identified in 2021 remain relevant. As a result, we have added topics, including energy management, to our materiality matrix. In 2024 and 2025, we will prepare to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) and, as a part of this process, continue to refine our materiality assessment to include the principles of double materiality. Our CR Steering Committee will oversee this process and will continue to form the structure of our annual CR reporting, key performance indicators, and targets.

MATERIALITY MATRIX

CR PILLAR	MATERIAL TOPICS
 Patients	Patient engagement and education Equitable access and affordability Patient health outcomes
 Science	Clinical trial practices Product quality and safety R&D, innovation, and product pipeline
 Employees	Workplace culture Diversity, equity, and inclusion Occupational health and safety Talent attraction and retention
 Communities	Community impact Health equity STEM education
 Planet	Climate change Energy Waste management Water and wastewater
 Governance	Corporate Governance Transparency Supplier responsibility Data security and privacy

About This Report

Our CR Steering Committee and the CR Working Groups focused on each of our major CR pillars have overseen the creation of our 2023 Corporate Responsibility Report. Together, these teams have set targets, reflected on previous years’ targets, and enhanced our goals and key performance indicators to track our performance in Corporate Responsibility.

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

We also recognize our work in CR aligns with numerous UN Sustainable Development Goals (SDGs) which serve as a global framework for global partnership to improve health and education, spur economic growth, and focus on diminishing the effects of climate change. Our business goals and the goals of our CR programs globally align most directly with the following UN SDGs:

3 GOOD HEALTH AND WELL-BEING



Our RNAi therapeutics have the potential to positively impact patients around the world.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Every biotech leader must work to bring the pipeline of medicines to a larger global market. Our focus on both rare and prevalent diseases begins with R&D and continues through our manufacturing and distribution processes.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We are consistently working to improve our environmental footprint to diminish energy, water and materials use across our supply chain.

13 CLIMATE ACTION



We are working to calculate emissions and set our first global target for GHG emission reduction across our operations. This, along with our forward-thinking environmental actions inside our facilities, help to combat climate change globally.

Alnylam Forward Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. All statements other than historical statements of fact regarding Alnylam’s expectations, beliefs, goals, plans or prospects including, without limitation, statements regarding Alnylam’s aspiration to become a top-tier biotech company, the potential for Alnylam to identify new potential drug development candidates and advance its research and development programs, Alnylam’s ability to obtain approval for new commercial products or additional indications for its existing commercial products, the goals and priorities of Alnylam’s corporate responsibility programs and reporting of its corporate responsibility-related metrics, and the planned achievement of its “Alnylam P5x25” strategy, should be considered forward-looking statements. Actual results and future plans may differ materially from those indicated by these forward-looking statements as a result of various important risks, uncertainties and other factors, including, without limitation, risks and uncertainties relating to: Alnylam’s ability to successfully execute on its “Alnylam P5x25” strategy; Alnylam’s ability to discover and develop novel drug candidates and delivery approaches and successfully demonstrate the efficacy and safety of its product candidates; the pre-clinical and clinical results for Alnylam’s product candidates, including vutrisiran, zilebesiran, and mivelsiran; actions or advice of regulatory agencies and Alnylam’s ability to obtain and maintain regulatory approval for its product candidates, including vutrisiran, as well as favorable pricing and reimbursement; successfully launching, marketing and selling Alnylam’s approved products globally; delays, interruptions or failures in the manufacture and supply of Alnylam’s product candidates or its marketed products; obtaining, maintaining and protecting intellectual property; Alnylam’s ability to successfully expand the approved indications for AMVUTTRA in the future; Alnylam’s ability to manage its growth and operating expenses through disciplined investment in operations and its ability to achieve a self-sustainable financial profile in the future without the need for future equity financing; the direct or indirect impact of any future pandemic on Alnylam’s business, results of operations and financial condition; Alnylam’s ability to maintain strategic business collaborations; Alnylam’s dependence on third parties for the development and commercialization of certain products, including Roche, Novartis, Sanofi, Regeneron and Vir; the outcome of litigation; the risk of future government investigations; unexpected expenditures; and changes in the legal and regulatory environment, including environmental, health and safety laws and regulations; as well as those risks and uncertainties more fully discussed in the “Risk Factors” filed with Alnylam’s 2023 Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC), as may be updated from time to time in Alnylam’s subsequent Quarterly Reports on Form 10-Q, and in other filings that Alnylam makes with the SEC. In addition, any forward-looking statements represent Alnylam’s views only as of today and should not be relied upon as representing its views as of any subsequent date. Alnylam explicitly disclaims any obligation, except to the extent required by law, to update any forward-looking statements.

Patients

We strive to improve outcomes for patients and enable access to potentially life-changing treatments.



Catalina, patient, Spain





Nathan, patient with sister/caregiver, U.S.

Patients

We can only succeed if the medicines we make reach the patients who need them most.

At Alnylam, we believe it is our responsibility to push the boundaries of discovery, clinical development and delivery to fuel significant, sustainable patient impact. We believe that together with partners in the healthcare ecosystem, we can reduce barriers to our medicines to improve outcomes for all stakeholders in the patient journey – most importantly, for the patients who may benefit from them. That is because biopharmaceutical companies have a unique role in the patient's journey to innovative therapeutic options.

Historically, we have emphasized a proactive, collaborative, transparent approach to access, affordability, and outcomes as they relate to the value our therapies bring to patient communities and the areas we serve. As we expand, dedicated teams across the company work to ensure we remain accountable to positively impacting patients living with rare and chronic conditions and address health equity challenges for patients worldwide.

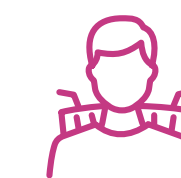
KEY PRIORITIES IN 2024

- Relaunch Alnylam’s Patient Access Philosophy
- Enable continued integration of the patient perspective into all levels of decision making across the organization
- Integrate DE&I goals into patient advocacy activities
- Build on the success of first Patient Impact Day with further events and activities
- Implement patient engagement and advocacy plans for all pipeline programs throughout the year

RELATED MATERIAL TOPICS



Equitable access and affordability



Patient engagement and education



Patient health outcomes

KEY PRIORITIES IN 2023	PROGRESS TO DATE
<p>Implement DE&I activities across patient-facing initiatives, developing a framework to set and achieve measurable goals</p>	<p>Conducted survey among select Patient Advocacy Groups and developed a framework for network building, language inclusion, funding, and DE&I representation in patient engagement</p>
<p>Set diversity enrollment, engagement, and training goals for ongoing and future clinical trials for both rare and prevalent diseases</p>	<p>Set diversity goals for enrollment within newer studies for more prevalent diseases and included in our questionnaire for site participation evaluations</p>
<p>Build and execute patient-focused drug development (PFDD) training for our R&D team</p>	<p>Developed content and scheduled series of meetings in H1 2024</p>
<p>Activate a network of patient champions across the organization</p>	<p>Continued to identify and build patient champions and survey internal stakeholders on patient-centricity at Anylam</p>
<p>Publish our 4th Annual Rare Disease Trend Report</p>	<p>The patient advocacy team at Anylam published the 4th Anylam Rare Disease Trend Report and authored various papers and collaborated on articles related to rare disease care and advocacy throughout 2023. Additionally, the team implemented 14 patient outcome initiatives for hATTR-PN with large health systems</p>

Patient Access

Alnylam’s Patient Access Philosophy was created in 2017, before our first medicine was approved, as we prepared to enter the commercial stage of our journey as a company. It laid out the principles that guided our decision-making globally. We knew then what we know now: innovative breakthroughs in medical technology and medicines mean little if they cannot directly impact patients. Our Patient Access Philosophy holds us accountable to deliver sustainable value, significant impact, and better outcomes through continuous evolution that will endure for as long as we are Alnylam.

For these reasons, in 2024, we are relaunching our Patient Access Philosophy as we continue our journey transforming from a pioneering R&D organization to one of the most consequential biotechnology companies. This work engages a cross-functional team across customer-facing groups at the company. We will continue to report on progress against the philosophy annually.

CONNECTING TO ACHIEVE BETTER OUTCOMES

1,600+

U.S. patients enrolled in Alnylam Assist®

4.9

average U.S. Alnylam Assist® patient satisfaction score for all of our therapies on a 5.0 scale

80%

of E.U. countries have access to at least one of our therapies

38 days

average time to access in Europe for all of our therapies

ZERO

U.S. cost-share

- AMVUTTRA® & ONPATTRO® : > 65%
- GIVLAARI® : 80%
- OXLUMO® : 95%

35%

of U.S. patients receiving any financial assistance or participating in access programs across all our therapies

> 97%

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

SUSTAINABLE VALUE AND SIGNIFICANT IMPACT

5,100+

patients on our commercial therapies worldwide

60+

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

40+

countries where patients have received access to our therapies

15+

patient voice inclusion interviews

830+

patients worldwide who received access to our therapies through compassionate use to date

2,400+

patients participating in clinical trials for our therapies

PROACTIVE AND ACCOUNTABLE

40+

patient-reported outcome measures in clinical trials

1,180+

patients participating in registries

100+

medical societies engaged

100+

patient advocacy events supported worldwide

90+

patient advocacy organizations engaged in Alnylam's network globally

100,000+

samples genotyped through Alnylam Act[®] or GeneAct[™] since the program began

Patient Access Programs

We see our role in the industry as amplifying patient voices and opening doors to ensure patients can access and afford our therapies. We work with patients directly and engage with patient organizations around the world to better understand the barriers patients face in accessing diagnosis and treatment. To make these efforts a success, we have made a global commitment to health equity and our goals surrounding diversity, equity, and inclusion, recognizing the unique barriers underrepresented groups face in accessing health care. Each year, we work to build our team’s competencies related to cultural awareness and bias recognition. Our patient teams, as well as our marketing, corporate responsibility, and other teams globally, are working to better understand underrepresented communities and their needs.

Our flagship patient access programs provide access to our commercially available therapies and the investigational drugs for treatment outside clinical trials when no comparable or satisfactory alternative therapy options are available. These programs also work to provide access to diagnostic resources and genetic testing for patients who need them.

Patient access programs at work in 2023 included:

- **Alnylam Act**[®] offers no-charge, third-party genetic testing and counseling for people with a family history or suspected diagnosis of certain genetic diseases.
- **Partnerships with genetic testing expert organizations** around the world, including GeneAct™, GENILAM™, DetecTTA, TRAMmoniTTR, and others, to provide patient and physician education and spread knowledge about the resources available.
- **Alnylam Assist**[®] provides personalized services to help patients understand insurance coverage for therapy, inform them of options and eligibility for financial support, provide materials to start conversations with physicians and family members and share information on patient advocacy organizations and other resources.
- **Alnylam’s Compassionate Use Policy** outlines when we will consider providing treatment for an individual patient outside a clinical trial. We evaluate all requests in a fair and equitable manner.

Market Access

Every year, we expand the global access to our medicines. We enter markets directly with regulatory submissions and direct sales. We also leverage a global distributor network in some markets to broaden the reach of our commercial infrastructure. In each market, we work to determine the right path for entry, bringing RNAi therapies to patients as quickly and safely as possible.

In 2023, our therapies reached 20+ markets through direct distribution and 40+ markets with our distributor network. We work to find new opportunities for access pathways globally, even in countries where we do not have operations. Our teams routinely share their knowledge with trained providers, supply chain partners, and patient-service connections across our global footprint. In 2023, we continued to make progress on the creation of a humanitarian access program. Our cross-functional working group focused on humanitarian access is actively meeting with internal and external stakeholders and refining our strategy to establish a formal program.

Affordability

Alnylam is committed to responsible pricing. We ensure our pricing reflects the value we deliver to patients, caregivers, and society while working to minimize out-of-pocket costs for patients.

U.S. Approach

In the U.S., we continue to emphasize proactive work alongside partners in the healthcare ecosystem to reduce barriers by establishing solutions that address access, affordability, and outcomes. These efforts have included development of more than 55 value-based agreements (VBAs) to meet the needs of patients and payors. As the market evolves, we are expanding our approach to include additional strategies that continue to drive access by connecting with stakeholders in the patient journey, and tailoring our approach to address individual need. Another example is Alnylam's Commercial Copay Program, through which a majority of patients are paying \$0 out-of-pocket costs for our therapies. For uninsured patients, the Patient Assistance Program works to provide Alnylam therapies at no cost.

Global Approach

Outside the U.S., we are working to expand access to our innovative medicines for patients by educating about the value of our therapies and working with local authorities to improve the time to reimbursement. We are building strong relationships with patients and working with local reimbursement systems to establish open dialogues, address uncertainties, and provide more therapeutic options to patients in 60+ countries and growing.



Rosaline, caregiver, Ireland

Patient Engagement and Education

Alnylam’s patient engagement and education teams work to listen and learn from patient and caregiver experiences.

They provide resources to patients coping with diagnosis, treatment, and disease management. We know this process is emotional and personal, as patients and their caregivers are navigating prognosis, financial concerns, continuity of care, and living with disease. We maintain several key touchpoints with our patients and patient community organizations including patient satisfaction and engagement surveys, direct patient engagement, and advocacy relationships through organizational partners.

U.S. Patient Services Team

Alnylam’s U.S.-based Patient Services team assists patients with disease education and access to our therapies. Case Managers uniquely tailor every conversation with patients to their individual needs. They are available to help patients navigate their treatment, referring them to engagement and education programs, including Alnylam Patient Education Liaisons (PELs). PELs can help guide patients with difficult decision-making processes by providing the resources necessary to understand their disease and available treatments.

SPOTLIGHT

Partnership with Savvy Cooperative

In 2023, Alnylam launched a partnership with Savvy Cooperative, the first and only patient-owned public benefit cooperative that works to give patients direct access to companies like Alnylam to share insights and feedback.

Savvy was launched by two rare disease patients to bring together patient experience and pharmaceutical companies, especially during the clinical trial process. We have participated in feedback sessions regarding clinical trials and other patient touchpoints. In one session, patients participating in a trial related to eye disease discussed the need for “dark mode” printing or online access to clinical trial materials as important to those who may have retinal damage and struggle to see colors. Another insight noted the need for communication with drivers picking up patients during clinical trials because seeing license plates might be difficult. These direct examples of needs related to trials allow Alnylam and other companies to make what are often simple changes with major impacts on patients.



Patient and Provider Communication

We publish individual websites with patient-friendly language about key diseases and their treatments online, available in multiple countries and languages.

These sites include [The Bridge U.S. and E.U. \(hATTR Amyloidosis\)](#), [Pinpoint AHP \(U.S.\)](#), and [Living with Porphyria \(E.U.\) \(Acute Hepatic Porphyria\)](#), as well as [Take on PH1](#) and [Living with PH1 \(E.U.\) \(Primary Hyperoxaluria\)](#).

As we expand the potential for our technology to more therapeutic areas, Alnylam teammates focus on building community relationships to ensure we understand their needs and opportunities to support them. In 2023, we created a patient liaison team dedicated to cardiology that performed a full landscape assessment of cardiology advocacy. This team will identify the groups where our presence is most impactful in the future in this area of focus and others as we grow.

Our patient advocacy liaison group is growing internationally, with 14 patient advocacy liaisons in international and emerging markets. This team works to expand our education and patient support in Europe, Brazil, and Asia through digital resources and genetic testing support programs. The Patient Empowerment Group for Access and Sustainability (PEGASUS) continues to provide capability developments that enable groups to better support their community. In 2023, PEGASUS held training to assist patient advocacy leaders in maximizing success through social media content. The training was attended by 37 delegates from 23 advocacy groups across 13 countries. Alnylam will continue to provide this kind of specialized training for advocacy groups globally, ensuring it meets the language and geographic needs of patient advocates around the world.



The Clement Family, patients and caregivers, U.S.

SPOTLIGHT

Rare Disease Day 2023

Together with organizations around the globe, we celebrated the 15th anniversary of Rare Disease Day in February 2023.

This global day of awareness unites the rare disease community, supporting more than 300 million individuals worldwide who live with a rare disease. In 2023, the celebration of Rare Disease Day also marked the 40th anniversary of the Orphan Drug Act in the U.S., a watershed moment that incentivized biopharmaceutical companies to research and develop treatments for rare diseases. In 2023, leaders and employees joined the social media campaign to #ShowYourStripes and advocate for patients and their caregivers. On Alnylam's social channels, we highlighted the story of [the Clement family whose three children were diagnosed with PH1](#).

Patient Advocacy

Alnylam engages, collaborates with, and supports advocacy groups around the world to help increase disease awareness, enable early diagnosis, foster an informed patient community, and increase access to therapies for patients. As our pipeline of medicines grows, we know we must continue to invest in extending our networks and advocating for patient voices in conversations about disease globally.

In 2023, our patient advocacy network included 90+ patient advocacy organizations in 29 countries. We are expanding this network every year and are committed to representing patient and caregiver voices internally and externally to improve the lives and experiences of the patients we work with.

Engaging the rare disease community, the patient advocacy team collaborated globally on multiple papers and articles regarding evidence-based advocacy in the rare disease community. We supported the fall edition of Rare Revolution

Magazine and shared an article on ATTR amyloidosis care and advocacy. In 2023, we also authored a paper on holistic care guidelines for ATTR patients following a year-long panel process involving an international group of physicians, healthcare practitioners, and patients in the ATTR community.

In 2023, we also launched a disease awareness-driving initiative involving patient advocacy influencers and content creators both with Alnylam and in partnership with the larger rare disease community. We have partnered with patients on Instagram and co-created content, as we know patients who share their experiences online can be powerful conduits for information that may help others decrease the time to diagnosis. We look forward to continuing to build upon this disease awareness program in the future.

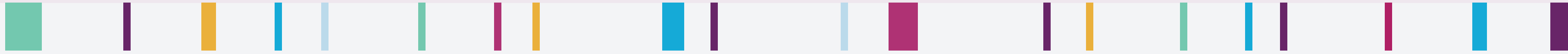


Kim, patient, U.S.



CASE STUDY

Global Impact Days for Patient Advocacy



In 2023, Alnylam was proud to launch multiple engagements throughout the year connected to patient impact. Our inaugural U.S. Patient Impact Day brought together patients, caregivers, and advocates at Alnylam’s Cambridge and Norton facilities. Participants shared their experiences and insights during a live panel discussion of living with hATTR amyloidosis, AHP, or PH1. Guests interacted with members of our leadership team and toured our Norton facility to see firsthand how our medicines are made.

We also hosted three additional international patient advocates and held discussions with a cross-functional team of global commercial and medical colleagues in Cambridge. These sessions included advocates Sue Burrell: President of Global Porphyria Advocacy Coalition (GPAC) and the British Porphyria Association, Rosaline Callaghan: Amyloidosis Ireland Support Group, and Samir Salah Eldin: PH1 Advocate from Enzyme Patient Association (Israel). During the sessions, our team had the chance to collaborate with advocates representing patients from around the world.

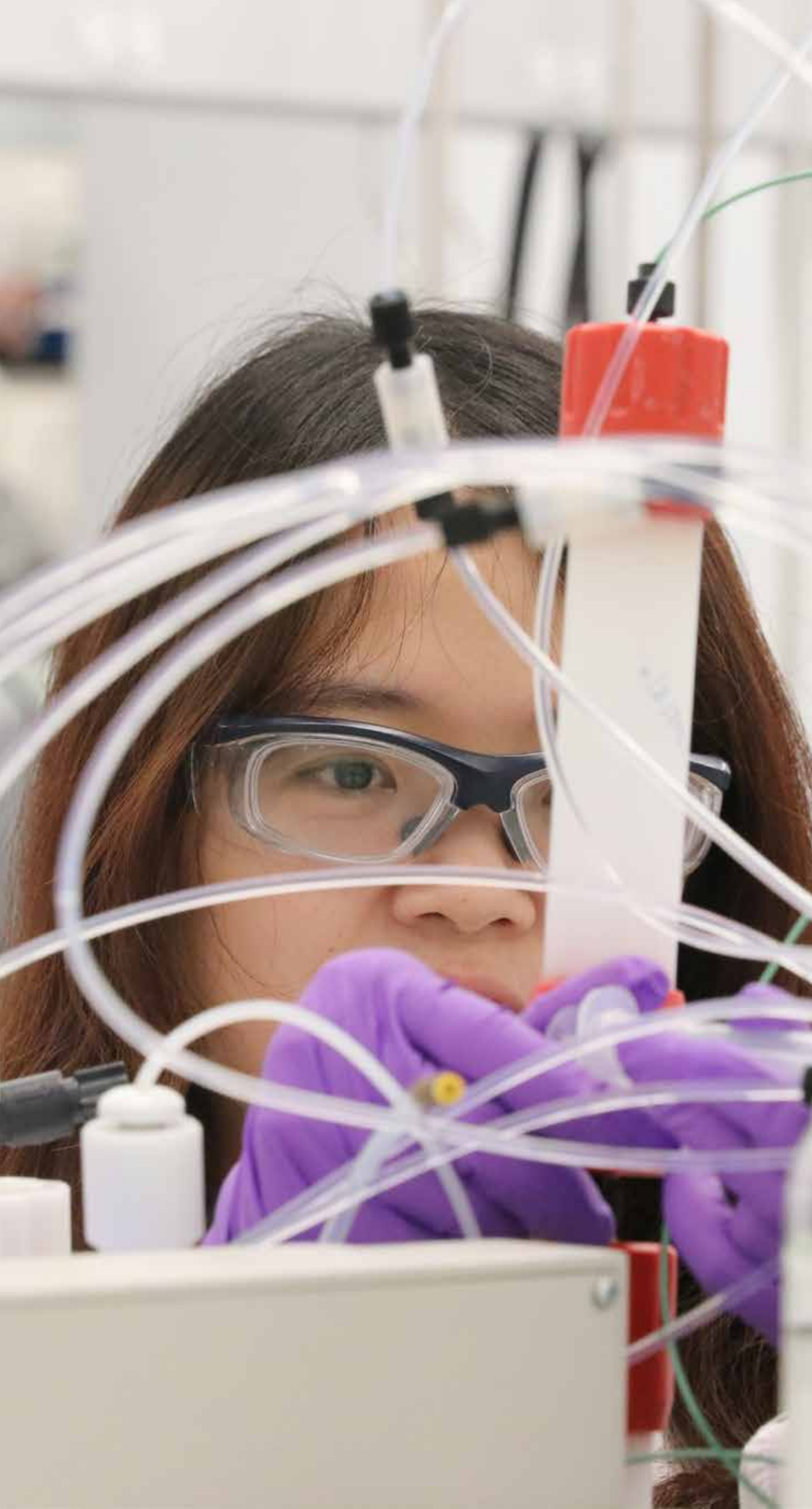
To help inform and evolve our strategies, various expertise areas had an opportunity to engage with our guests on a number of topics and activations including:

- Registries and plain language summaries to help patients better understand the various aspects of disease and disease management
- Opportunities for Alnylam to engage endemic populations more authentically
- Potential to utilize social media and digital tools to reach and engage patients
- The impact RNAi therapies are having on patients across the world
- Access challenges, including the ways geopolitical and social challenges impact diagnosis, treatment, and access
- Information gaps within patient communities and potential opportunities to fill those gaps

Science

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





Science

Alnylam’s growth and success are based on sustainable scientific innovation and life-changing laboratory advances in RNA interference (RNAi). RNAi therapeutics leverage a naturally occurring gene silencing process to disrupt the production of specific proteins that cause or contribute to disease.

Every day at Alnylam, we invest in research and development, innovation, and technology to lead the RNAi Revolution. The future is bright and bold, and we are bringing our vision of a healthier world to fruition – transforming patients’ lives everywhere.

The people behind our breakthroughs in medical technology and therapeutic development are innovative, dedicated researchers whose North Star is bringing our therapies to patients and changing the shape of global health. Today, we are focused on advancing programs into the early phases of development and simultaneously bringing the investigational therapies in our pipeline to market to address unmet needs for a number of rare, specialty, and prevalent diseases.

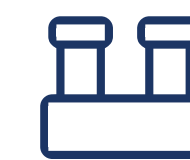
KEY PRIORITIES IN 2024

- Report topline results from HELIOS-B Phase 3 study of vutrisiran in ATTR-CM and submit supplemental New Drug Application (sNDA), assuming positive results
- Advance additional pipeline programs, including zilebesiran for the treatment of hypertension, mivelsiran (ALN-APP) for the treatment of Alzheimer’s disease and cerebral amyloid angiopathy, ALN-KHK for the treatment of type 2 diabetes mellitus, and ALN-TTRsc04 for the treatment of ATTR amyloidosis
- Execute our research strategy for sustainable innovation, working across rare, specialty, and prevalent diseases. We plan to file INDs for three new Alnylam-led programs by the end of 2024
- Continue our partnership with human genetics studies globally to ensure a pipeline of genetically validated targets

RELATED MATERIAL TOPICS



R&D, innovation, and product pipeline



Clinical trial practices



Product quality, safety, and supply

KEY PRIORITIES IN 2023

PROGRESS TO DATE

Launch patisiran for the treatment of ATTR amyloidosis with cardiomyopathy (ATTR-CM) in the U.S., assuming regulatory approval

After receiving a Complete Response Letter from the FDA, Anylam announced that we are no longer pursuing an expanded indication for patisiran in the U.S. We remain dedicated to the ATTR amyloidosis community and will continue to supply ATTR-CM patients with patisiran through our compassionate use program. We remain focused on the HELIOS-B Phase 3 study of vutrisiran for the treatment of ATTR-CM.

Present topline interim results from Phase 1 study of ALN-APP, the first ever investigational RNAi therapeutic targeting a protein in the central nervous system for the treatment of Alzheimer’s disease and cerebral amyloid angiopathy (CAA)

In 2023, we achieved the first clinical demonstration of gene silencing in the human brain using an RNAi therapeutic, presenting positive interim results for a Phase 1 study of ALN-APP at several points throughout the year. In October 2023, we presented data at the 16th Clinical Trials on Alzheimer’s Disease (CTAD) conference, reporting that ALN-APP was generally well-tolerated and robustly lowered target engagement biomarkers, maintaining a significant effect up to 10 months after administration.

Present results from the KARDIA Phase 2 clinical program of zilebesiran, an RNAi therapeutic in development for the treatment of hypertension

We reported that the KARDIA-1 Phase 2 study met its primary endpoint as well as key secondary endpoints in September of 2023. The investigational RNAi therapeutic achieved a clinically significant reduction in systolic blood pressure as well as durable tonic blood pressure control. In July 2023, Anylam announced it had entered into a strategic agreement with Roche to develop and commercialize zilebesiran, allowing for a bold development plan with the goal of disrupting the hypertension treatment paradigm globally.

Enhance our delivery platform to expand the reach and utility of RNAi therapeutics in new extrahepatic tissues while advancing our preclinical programs to continue to build an industry-leading pipeline

Our research strategy includes three major focus areas—extrahepatic delivery, platform design, and human genetics. We continue to unlock new tissues for RNAi therapeutics, innovate our core technology platform, and identify new genetically validated targets. We reported significant progress on all three fronts at R&D Day in December 2023 and announced the ambitious goal of filing investigational new drug (IND) applications for nine Anylam-led programs by the end of 2025. We also anticipate that INDs will be filed for at least six additional programs led by partners during this time frame.

Continue to increase awareness, trust, and enrollment of underrepresented patients in clinical trials

We implemented multiple, cross-functional initiatives to ensure the patient voice and direct patient feedback is at work in our trial recruitment and execution.

R&D, Innovation, and Product Pipeline

R&D Strategy

Alnylam’s modular, reproducible R&D platform for drug discovery, combined with its focus on genetically validated targets, has delivered industry-leading success rates. Our investigational RNAi therapeutics have a significantly higher chance of advancing to the next phase at each stage of the clinical development process compared to the industry average. For example, nearly 91% of our programs transition from Phase 1 to Phase 2 development versus 52% of programs across the industry.

We were able to achieve five drug approvals in less than four years and validate a new class of medicines, a testament to the power of platform and approach. Our R&D teams also emphasize a culture of teamwork and collaboration that encourages communication and innovation between research and early product development experts.

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



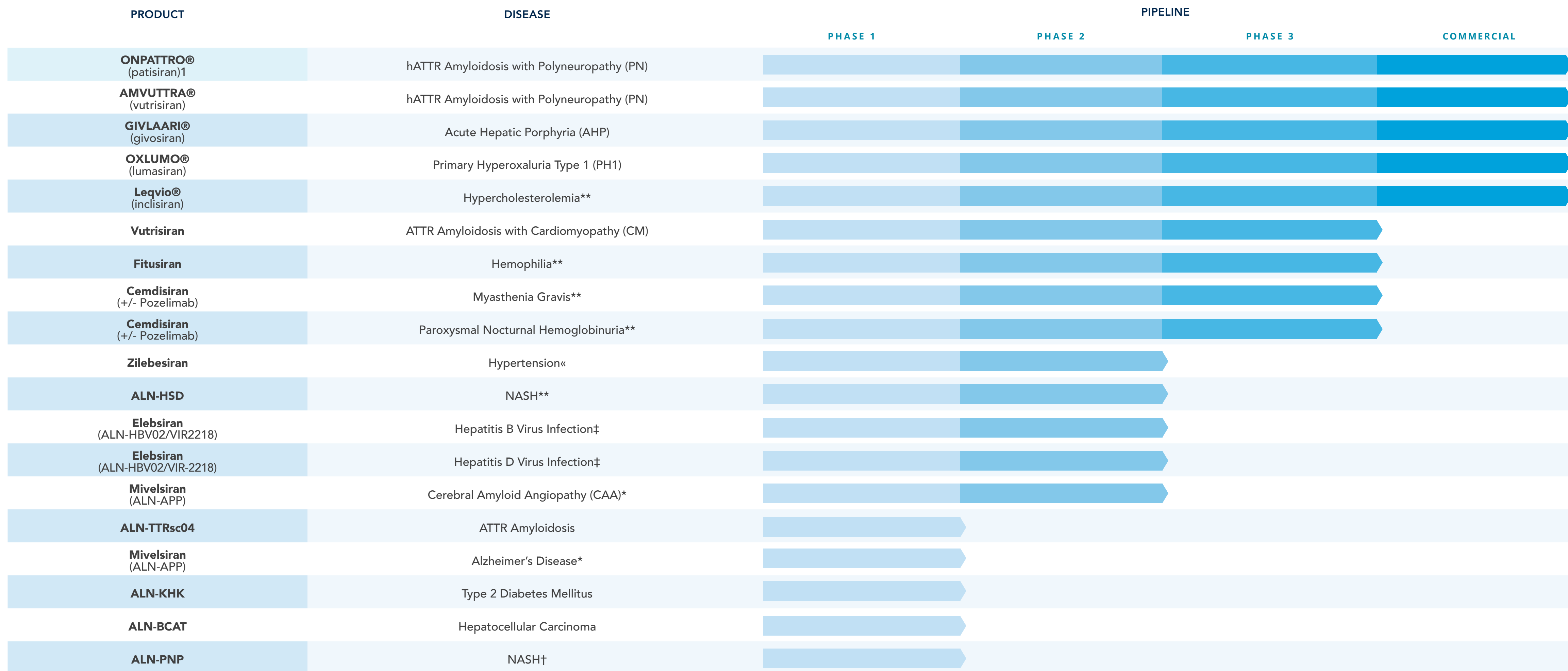
SPOTLIGHT

Cracking the Code 2023 Conference

Alnylam co-sponsored and co-organized this *Nature Portfolio* conference held at Worcester Polytechnic Institute.

The conference brought together hundreds of scientists, researchers and other healthcare leaders to discuss the current state and exciting future of nucleic acid medicines (which include RNAi therapeutics). On day one of the conference, hundreds of students from local high schools participated in sessions that explored avenues into careers in STEM and biotechnology.

ALNYLAM'S PIPELINE



^{*} Collaborated, Alnylam-led with profit split
[†] Collaborator-led with Alnylam option for profit split
^{**} Out-licensed with milestones and/or royalties

[‡] Collaborator-led with profit split
[«] Collaborated, Alnylam-led development with US profit split and milestones/royalties ex-US

Product Development Pipeline

Alnylam’s five-year strategy, *P⁵X25*, set our sights on a pipeline of more than 20 clinical programs with 10+ in late stages and 4+ INDs per year by the end of 2025. We are well on our way to achieving that goal, with more than ten clinical programs, including several in late-stage development, across rare, specialty, and select prevalent indications. In 2023, at our R&D Day, we shared additional research goals that support our *P⁵X25* strategy. We plan to file IND applications for at least nine new Alnylam-led RNAi programs, including five for targets expressed in the liver, two for the central nervous system (CNS), and one each for adipose tissue and muscle. The Company also anticipates that INDs will be filed for at least six additional programs led by partners during this time frame. This sets a target of filing 15 new INDs by 2025, more than ever before at Alnylam.

Our broad pipeline, including five approved products and multiple late and early-stage investigational RNAi therapeutics, addresses unmet needs in several disease areas and spans indications in rare, specialty, and select prevalent diseases. RNAi therapeutics are now a proven class of innovative medicines, and Alnylam is working to bring them to many additional patients for a range of illnesses.



SPOTLIGHT

Beacon of Hope Partnership Grows

In 2023, Alnylam continued its partnership with Novartis on Beacon of Hope, a commitment to co-create programs that address health and education inequities and create greater diversity, equity, inclusion, and trust across the research and development ecosystem.

Six new organizations joining Beacon of Hope were selected to provide tools and expertise to enable Historically Black Medical School Centers of Excellence to accelerate progress on increasing diversity, equity, and inclusion in clinical trials. Alnylam is committed to working closely with Beacon of Hope partners to not only advance our own DE&I progress in clinical trials but also to offer summer fellowship opportunities to students pursuing future careers in drug development.

Product Development Partnerships

Drug discovery and development is a complex and challenging process that requires extensive resources and expertise along with persistence and perseverance. In some cases, Alnylam engages with partners to advance programs, joining forces to improve the chances that an investigational RNAi therapeutic will become successfully commercialized. For example, we entered a partnership with Roche to co-develop and co-commercialize zilebesiran, which is in Phase 2 development for the treatment of hypertension. As part of the agreement, Alnylam will lead a large cardiovascular outcome trial, with development costs shared between the companies.

We also achieved a notable 2023 milestone with our partner Regeneron as we work together to discover, develop and commercialize new RNAi therapeutics for a broad range of diseases, including CNS disorders. We reported positive Phase 1 interim results for Alnylam-led ALN-APP, an investigational, intrathecally-administered RNAi therapeutic targeting amyloid precursor protein for the treatment of both Alzheimer’s disease and cerebral amyloid angiopathy. This marked the first demonstration of gene silencing in the human brain using an RNAi therapeutic.

We advanced additional clinical-stage programs with partners in 2023. For example, our partner Sanofi, shared positive data from the Phase 3 ATLAS-PPX study evaluating the safety and efficacy of once-monthly fitusiran in adults and adolescents with severe hemophilia A or B, reinforcing the potential of this investigational RNAi therapeutic to transform the current standard of care and address unmet needs for all types of hemophilia. Alnylam will continue to leverage partnerships when it makes sense to bolster our in-house expertise and resources.



SPOTLIGHT

R&D Day 2023

Each year, we host a virtual R&D Day showcasing Alnylam’s clinical efforts and advances in platform technology.

On December 13, 2023, Alnylam’s Chief Innovation Officer, Akshay Vaishnav, M.D., Ph.D., launched a day of exciting sessions sharing our vision for “The Next Chapter” at Alnylam and sharing aggressive goals for preclinical and clinical research. CEO Yvonne Greenstreet closed the day, reminding attendees of the significant progress Alnylam has made in platform innovation and our clinical pipeline, as well as the numerous opportunities ahead. We are proud to publicly share all [presentations from R&D Day on our Capella section of Alnylam.com](#).

Clinical Trials

Clinical trials are an integral part of the process of developing new treatments for patients.

Clinical trials enable us to evaluate the safety and efficacy of potential treatments and answer important questions about those treatments before they are widely available. We hold ourselves to the highest standards when it comes to conducting our clinical trials, from developing clinical trial processes, to enrolling patients, to publishing the trial results, and improving the participant experience.

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

Advancing DE&I in Clinical Trials

Anylam's company-wide Diversity, Equity, and Inclusion Action Plan actively addresses our goals to increase diverse representation in clinical trials. We know that every patient brings a unique set of traits to a clinical trial. To effectively study a potential product's safety and effectiveness, it must be assessed across a wide variety of patients with diversity in age, sex, race, ethnicity, and other factors.

In recent years, our DE&I and clinical trials teams have collaborated to evaluate our process to de-stigmatize participation. Alongside our partners, we are advocating for diverse imagery in patient recruitment efforts and reaching patients where they are to introduce clinical trials in a comfortable environment. In 2023, Anylam reported positive topline results from the KARDIA-1 Phase 2 study of zilebesiran for the treatment of hypertension. As the clinical trial was developed, it was important to consider the age, sex, and racial/ethnic background of participants to ensure our data represented the broader population of individuals with hypertension. Our [study results](#) were released with transparent data regarding racial and ethnic representation, age and sex.

We continue to invest in our partnerships to advance clinical trial diversity, actively decentralizing our trials to reach underserved communities alongside our CRO partners. Through partnerships with organizations including the Veterans Affairs Administration, and Balm in Gilead (featured in our 2022 CR report), we can recruit diverse patient communities to clinical trials. Together with our partners, we can ensure our findings in clinical trials accurately reflect the global and diverse nature of the patients our therapies will serve.

Clinical Trial Transparency

To actively advance our goals in clinical trial diversity and build trust with patients, we believe in a culture of openness, clarity, and transparency in trials. We work to ensure that information about our clinical trials is easy to access and easy to understand. In 2023, we created a new clinical trials website that holds easy-to-understand information on all our trials. The site provides patients, healthcare providers, caregivers, and the public with an easy-to-use environment to explore our trials, find their locations, and understand their recruiting status. The site, clinicaltrials.alnylam.com, also contains helpful information on what a trial is, what it is like to participate in a trial, and the importance of diversity in our trials.

In addition, we finalized our process for creating plain language summaries to ensure that our trials going forward are available in brief, clear, non-technical language. These summaries detail a study’s design and goals to participants and interested parties. These can be found along with our other trial information on our new clinical trials website.

Ensuring openness and transparency with trial participants also means directly engaging with patients throughout the process to glean feedback, especially from those who may not have access to the technologies that often allow us to reach patients online. We work to ensure that every patient in a clinical trial has access to the same information, online and off. We are

guided by our Policy on Clinical Trial Transparency, which is overseen by our Clinical Trial Disclosure and Transparency team. We have established a mechanism for sharing de-identified patient-level datasets with qualified scientific and medical researchers. We are proud to be at the leading edge of this process in the rare disease space where many have been slower to adopt these kinds of disclosure processes.

Clinical Trial Data Sharing

Alnylam believes in actively supporting the sharing and reuse of data from clinical trials. This data is critical to advancing medical research, informing participants and physicians, and building public confidence in the safety of investigational and approved treatments.

The Alnylam Data Sharing Initiative is the cornerstone of our industry-leading transparency and openness. To facilitate this, we continue to partner with the Vivli.org Consortium, a global data-sharing and analytics platform. Vivli.org acts as a neutral broker between the data contributor (sponsor), data user (researcher), and the wider data-sharing community and provides 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. Researchers who wish to request the use of Alnylam data may do so through a structured approval process facilitated by the Vivli platform and managed by our Disclosure team in accordance

with Alnylam’s data sharing requirements. Data approved for usage is accessed and managed in a secure environment within the Vivli platform, to ensure compliance with Alnylam’s standards and practices.

Publishing Results, Sharing Insights

We proudly submit manuscripts regularly for publication in peer-reviewed scientific and medical journals. To date, we have published more than 400+ peer-reviewed papers in leading international scientific journals, including Nature, Nature Medicine, Nature Biotechnology, Cell, and The Lancet. Alnylam’s clinical research has been featured in the New England Journal of Medicine 12 times. We also use our platform [Capella](#), the Online Voice of Progress in RNAi, as our destination for updates on our work.

In addition to publishing and presenting our research, we work to bring together experts in rare diseases to engage and learn from one another. In 2023, we held our second Summit for Experts in Rare Diseases (SERD) in São Paulo, Brazil. More than 100 healthcare providers attended to learn and discuss the latest advances in RNAi therapeutics and the management of ATTR amyloidosis, AHP, and PH1. Sessions aimed to educate and stimulate discussion on disease epidemiology, diagnosis, patient management, and treatment and included various interactive patient case studies.

The Future of Innovation

The biotechnology and pharmaceutical industry can only remain at the cutting edge by continuing to invest in highly skilled talent of the future. To this end, we embrace partnerships and collaborations to develop current and aspiring researchers and encourage them to think about grand challenges in medicine and global health.

In 2023, we continued to invest in future scientists with select nonprofit organizations and academic partners. At the Massachusetts Science and Engineering Fair, the Alnylam Award was given to student Jahnvi Bolledulla for her project, “A Novel Genetic Biomarker Screen for Early Detection of Cardiovascular Disease Risk across Different Ethnic Populations.” We also supported MassBioEd, the Journal of Emerging Investigators, the Biomedical Sciences Careers Program, Termeer Foundation, and Science Club for Girls.

Two of Alnylam’s female employees were featured in Science Club for Girls’ “[Help us raise the 4](#)” campaign. This campaign calls attention to the fact that only 4% of scientists and engineers today are Black and Latina women and showcases video interviews of Black, Indigenous, and People of Color (BIPOC) women in STEM.

We also continued our partnership with Nucleate, advancing the scientific research of biotech entrepreneurs across the globe. In the U.S., we hosted our second annual Alnylam BioVenture Challenge, a pitch-style competition to support biotech companies in their early stages. After winning regional research funding pitch competitions, the top three entrepreneurs in

biomedical innovation came to our headquarters to make their case for the John Maraganore Science Entrepreneurship Award, a \$100,000 grand prize named for Alnylam’s founding CEO. The 2023 winner was Team Nephrogen, a New York biotech company developing curative gene therapies for kidney diseases. Runners-up Team Cloverleaf Bio, developing a new class of RNA therapeutics to revolutionize cancer therapy, and Team Sphinx Tx, developing targeted therapies to treat SPLIS and related conditions, each received \$10,000 to support their research and growth.

Product Quality and Safety

We are committed to protecting our patients by maintaining a world-class global standard for patient safety, product quality, and excellence in manufacturing and distribution. We adhere to the maximum applicable standards including Good Laboratory, Good Clinical, Good Vigilance, Good Distribution, and Good Manufacturing practices. We are proud to choose supply chain partners whose process of product serialization ensures the traceability of our products through unique codes and printing on the packages of each product, guided by local regulations and requirements. This process protects our patients from contamination, counterfeit products, and other forms of tampering.

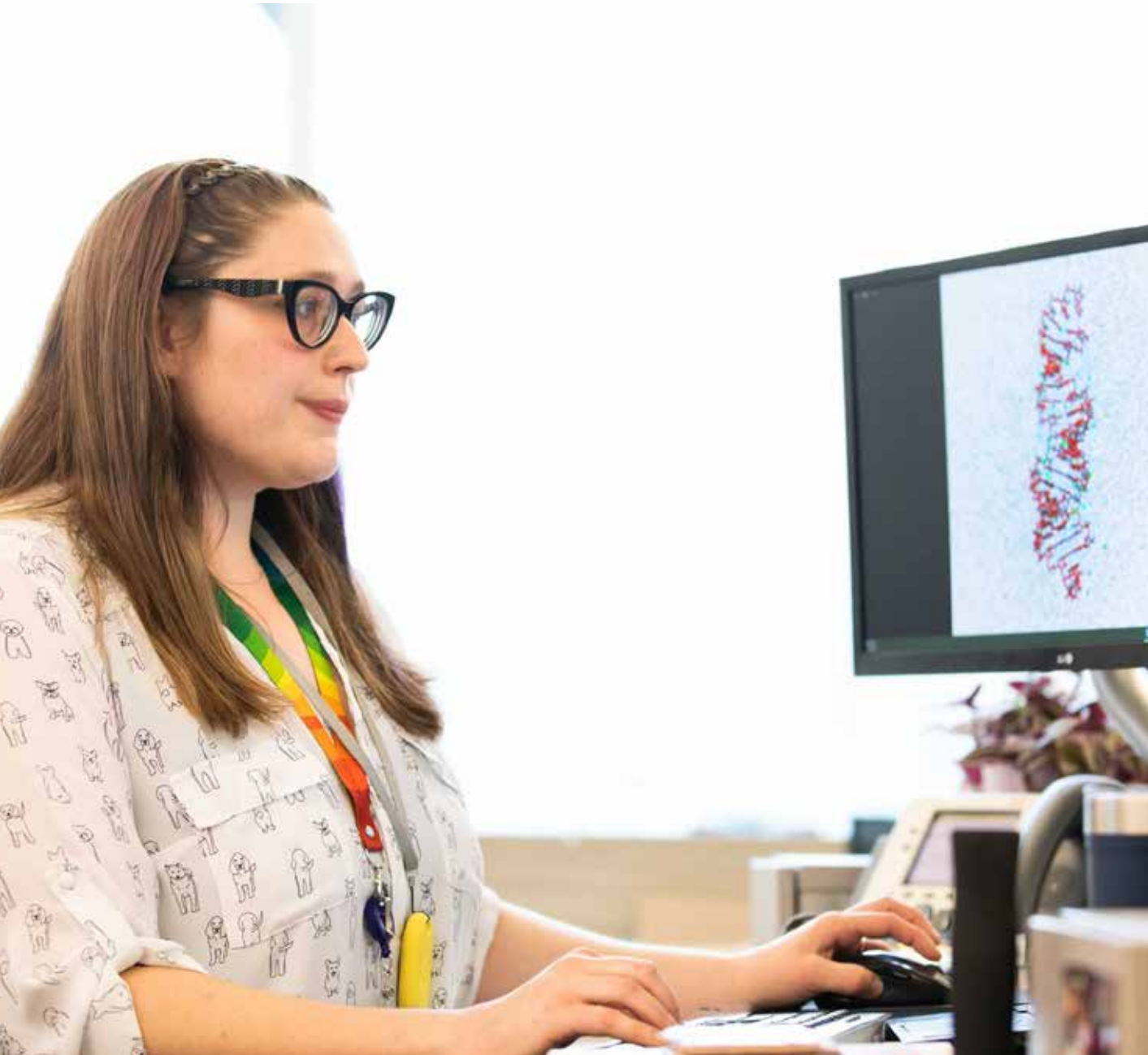


SPOTLIGHT

The Innovation Trail

In 2023, Alnylam became a partner of Boston’s The Innovation Trail, an organization working to tell the stories of how innovations born in Boston shaped our world and to encourage future generations of scientists, entrepreneurs, engineers, and educators.

Inspired by the iconic “Great Day in Harlem” photograph, The Innovation Trail gathered a group of Boston-area life sciences and technology luminaries for a similar photo. We were proud to be among the inventors, founders, academics, CEOs, Nobel laureates, Turing Prize winners, heads of institutes and universities, and others gathered in one place for a once-in-a-lifetime event.



CASE STUDY

Anylam Human Genetics Group Partnerships for the Future of Innovation

The importance of genetics in developing new medicines cannot be overstated. Developing genetically validated targets contributes to a higher probability of success in clinical trials and builds a stronger pipeline for therapies that contribute to global health. The Anylam Human Genetics group works to leverage large sets of human genetic data, using the latest analytical and computational technologies. The team is focused on disrupting the traditional drug discovery and development process through partnerships with organizations pioneering genetic sequencing globally. Our partnerships in genetics include:

- Founding membership with the **U.K. Biobank Exome Sequencing Consortium** (UKB-ESC) which launched exome sequencing for 470,000 participants in the U.K. in 2018.
- Industry member of the **U.K. Biobank Plasma Proteomics Project** (UKB-PPP) which measured levels of over 3,000 proteins in ~50,000 participants within the U.K. biobank with the goal of discovering new biomarkers and understanding the mechanisms underlying human diseases. The consortium’s work was published by *Nature* in 2023.

- Founding industry member with **Our Future Health** initiative, a continuation of UKB-ESC that will recruit up to 5 million adults from across the U.K. to create the largest genetic sequencing data set in history. Anylam’s SVP of research, Paul Nioi PhD, served as the Chair of the Founding Industry Board for 2023.
- Industry member of **Discover Me – South Africa** aiming to analyze health and genetics information from thousands of individuals in South Africa alongside Omnigen Biodata, a U.K.-based research company. Over 80% of volunteers are Black and the data will provide important diversity to our genetic datasets, allowing us to understand disease biology in broader populations.
- Ongoing involvement in **Paradigm4**, enabling scientists to bring together data-generating instruments and public data collection initiatives and expand computational and machine-learning capabilities to drive innovation.

Employees

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



Ben and Shira, employees, U.S.



Employees

At Alnylam, our growth and future success is directly tied to our passionate, patient-focused, results-driven, and dedicated employees.

Together, we believe we are well on our way to creating an RNAi Revolution, bringing groundbreaking medicines to patients in need around the world. By investing in career development and personal well-being, and by fostering inclusion, we seek to promote a culture where everyone feels they belong and can thrive.

KEY PRIORITIES IN 2024

- Continue to increase hiring of individuals from under-represented populations across all levels
- Continue to increase female representation at Senior Leadership Team level
- Obtain >90% favorable rating in key DE&I questions within company culture survey
- Increase DE&I engagement globally with introduction of country ambassadors and engagement of the International Region DE&I Leadership Team

RELATED MATERIAL TOPICS

 Workforce culture	 Diversity, equity, and inclusion	 Talent attraction and retention	 Occupational health and safety
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KEY PRIORITIES IN 2023

PROGRESS TO DATE

Increase the overall number of Black or African American and Hispanic/Latino individuals in our U.S. employee base by 20% YOY

Complete

Grow female representation within Senior Leadership Team (SLT) by 20% relative to 2022

Grew SLT from 32% female in 2022 to 37% female in 2023. Also grew hiring of women across the organization from 55% female hires in 2022 to 60% female hires in 2023

Ensure at least 50% of Anylam's interns are hired through external partner programs Posse or Project Onramp

Of 16 interns hired in 2023, 9 were sourced through partner organizations

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

90% of Anylam employees believe the company supports a diverse workplace

Workplace Culture

At Anylam, we intentionally pursue a culture that emphasizes collaboration and innovation.

We have worked to develop an environment that helps everyone feel empowered to share recommendations and ideas. Each year, we see the results of our initiatives in strong employee sentiment scores and in external recognition globally. In 2023, we were once again awarded the #1 spot on the Boston Globe's "Top Places to Work" list for the third consecutive year, and our 9th year in a row on the overall list.



SPOTLIGHT

Top Employer Recognition

9 years in a row on *Boston Globe's* Top Places to Work list

9 countries presented with *Great Place to Work* awards, including 5 years in a row in the U.K.

5 years in a row on *Science's* Top Employer list

4 years in a row included in the *Bloomberg Gender-Equality Index*

3 years in a row on *Fast Company's* Best Workplaces for Innovators

2 years in a row on *Fortune's* Best Workplaces for Women

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



SPOTLIGHT

Our Five Core Values at Anylam

In 2023, following the COVID-19 pandemic, we continued to maintain personal flexibility for our employees while also recognizing the importance of collaboration in our work.

Our leadership team shared our new Enterprise Workplace Strategy (EWS) in December 2023 at our last all-company meeting of the year. The EWS provides new guidance to help Anylam preserve our commitment to personal flexibility while offering clear definitions of work location categories and ensuring consistent, intentional in-office interactions. We listened to our team members about the kind of work arrangements needed for success at work and home. In 2023, 79% of employees noted their role gives them the flexibility to meet the needs of both their work and personal lives, a 2% increase over 2022 and an 18% increase from pre-pandemic levels.



Valuing Employee Perspectives

Anylam leadership team members and managers employ an open-door culture throughout the organization with all employees. We value new ideas and diverse perspectives and believe employees should share their thoughts openly with leaders. In addition, we conduct a comprehensive Annual Culture Survey to understand employees’ perspectives on our values, experience, and ways we can continue to shape our workplace. We had a 96% employee participation rate in the survey, with 1,916 participants responding from more than 16 countries. Our overall favorability score was 79.1%, which exceeds the industry average of 72.4% in 2023.

Based on the results of the culture survey, we have decided to focus on three key areas for continued improvement in 2024: clarity, community, and career.

One area of the survey that executive leaders identified for action was the overall decrease in the number of employees who clearly understand Alnylam’s vision for the future.

In 2014, 99% of employees answered favorably to questions about understanding our vision. This year, 85% of employees answered the same questions favorably. While this drop is understandable given the significant and rapid growth in the number of employees added to the organization in the past few years, we realize that we have an opportunity to emphasize our vision globally with employees to ensure all teams understand and execute upon it.



CULTURE SURVEY HIGHLIGHTS

94%

of employees are considered highly or moderately engaged

82%

of employees recommend Alnylam as a great place to work

85%

of employees believe leaders at Alnylam demonstrate integrity

93%

of employees believe Alnylam is dedicated to service patients in need

89%

of employees believe Alnylam will be successful in the future

90%

of employees believe Alnylam supports a diverse workplace

Alnylam is committed to pay equity.

We have developed a Gender Pay Action Plan to further our commitment to pay equity. This Plan includes regular self-auditing including course correction if needed, peer benchmarking, as well as annual third-party analyses in the U.S. We are proud of our excellent results from our 2023 pay equity analysis, conducted by a third-party organization, which demonstrated a less than 1% gender pay gap* among employees in the U.S.**

*This adjusted pay gap is a result of statistical analysis and excludes our Executive Leadership Team.

** Due to the limited employee population in each global market, we are unable to conduct meaningful pay analyses by country for the Alnylam offices outside the U.S.

BENEFITS + CULTURE

18-20

fully paid weeks of primary parental leave

82%

parental leave retention

12

fully paid weeks of secondary parental leave

EXECUTIVE LEADERSHIP SNAPSHOT

Alnylam's Board of Directors

- Board members: 12
- Female Board members: 5
- Board members from underrepresented populations: 2

Alnylam's Executive Leadership Team

- Members: 10
- Female members: 3
- Members from underrepresented populations: 4

All statistics based on totals collected in December 2023.

In our 2022 Culture Survey, we noted that women at the senior leadership team level consistently rated key areas 8-9 points lower than their male peers.

In 2023, we were pleased to see this gap close meaningfully in some areas by 10 points or more, following a concerted effort to address actions important to senior female leaders at Alnylam.

We are continuing to evaluate and improve areas where gender gaps remain and are working on initiatives to address these disparities directly. Our efforts led to the recognition of Alnylam as a top 10 leader by Eos Foundation in their Women’s Power Gap 2023 rankings, which evaluates public companies in Massachusetts regarding diversity among executive leadership.



GLOBAL EMPLOYEE SNAPSHOT

Alnylam Employees

- Total employees: 2,103
- Total U.S. employees: 1,646

Global Gender Diversity

- Female: 54%
- Male: 46%

Global Workforce by Age

- Under 30 Years Old: 232
- 30-50 Years Old: 1,342
- Over 50 Years Old: 529

Racial Diversity of U.S. Workforce**

- American Indian or Alaska Native or Pacific Islander: 0%
- Asian: 23%
- Black or African American: 7%
- Hispanic or Latino: 6%
- Two or more races: 3%
- White: 62%

Diversity Highlights

- Proportion of women in U.S. leadership positions (VP or above): 37%
- Proportion of U.S. employees who self-report as members of diverse populations*: 38%
- Total U.S. Veterans: 22
- Pct Women in Management – 39%
- Pct Women in Middle and or Other Management – 47%
- Women in All Levels of Management Percent – 52%
- Women in Non-managerial Positions Percent – 65%
- Pct Women in Workforce – 55%
- Percent Women IT/Engineering – 22%
- Women Promoted Percentage of Total Promoted Pct – 55%
- Percentage Women New Hires – 60%
- Percentage Women Attrition – 47%

*All statistics based on totals collected in December 2023.
 **Defined as those who self-reported based on descriptions listed.
 Note: 13% of the U.S. employee population chose not to disclose their race and ethnicity.

Diversity, Equity, and Inclusion

Alnylam remains committed to creating a diverse, equitable, and inclusive workforce where every individual feels they belong and is empowered to achieve their full potential.

The mission and vision of DE&I at Alnylam is a foundational part of our identity and our responsibility as a company. Our vision is to be a global leader in DE&I. In addition to our overall DE&I Culture Survey results, our recognition externally, as reflected by the many awards we receive consistently year after year, is a testament to the importance of DE&I to Alnylam. In 2023, we continued to offer training across our employee base on key topics related to DE&I, including Unconscious Bias Training for all employees.

At Alnylam, our DE&I initiatives are led by a cross-functional team aligned with the goals of Alnylam's Action Plan for Diversity, Equity, and Inclusion. This plan is centered on five key areas of focus, four internal and one external. Alnylam's Chief DE&I Officer and her team lead this work, collaborating with every department across Alnylam. In 2023, this team worked to ensure our initiatives translated globally. We created an International Region DE&I Leadership Team which meets monthly at the country level to activate this work at Alnylam and we received our first international award in DE&I, the 2023 Communique Award for Leadership Action on Workforce Diversity & Inclusion.

We are also cognizant of industry leadership opportunities in DE&I. For example, we continue to meet all goals within the [MassBio CEO Pledge for a More Equitable and Inclusive Life Sciences Industry](#). We continue to participate in MassBio's DE&I work and regularly share our perspectives with peers worldwide.



ALNYLAM'S ACTION PLAN FOR DE&I

Internal				External
Alnylam Employees				Patients and Communities
Talent Acquisition and Management	Employee Education and Development	Workplace Policies	Employee Engagement	Patient and Community Engagement
<p>Increase hiring of underrepresented diverse talent in the company to reflect the world we live in. Ensure equity in employee development opportunities.</p> <p>Foster an inclusive and equitable culture that enables retention and fosters a sense of belonging.</p>	<p>Invest in career growth and educate all employees.</p> <p>Build a conscious and empathetic global workforce that is informed on diversity and embraces all differences.</p>	<p>Set global policies and practices that foster a diverse and inclusive workplace including rewards, benefits, physical building access and appropriate and inclusive training for all employees.</p> <p>Cultivate diversity in suppliers and vendors.</p>	<p>Increase employee engagement through fostering Employee Resource Networks (ERNs) based on employee interest and need.</p> <p>Build a thriving global employee community inclusive of allies through events, education and advocacy.</p>	<p>Increase diversity in clinical trials at Alnylam with internal and external stakeholders by removing barriers and increasing awareness in underrepresented communities.</p> <p>Remain at the forefront of DE&I practices for patients and advocacy.</p>

Employee Groups

Alnylam’s Employee Resource Networks (ERNs) are company-sponsored, employee-led groups that enable networking, education, and advocacy globally. In 2023, 461 Alnylam employees engaged with these groups through events and training. Key highlights include:

- **iTHRIVE** works to foster an inspiring and empowering culture for women at Alnylam. In 2023, the group hosted in-person and virtual events for International Women’s Day and spearheaded an online photo campaign with the #EmbraceEquity pose. Screenings of the documentary film “[Picture a Scientist](#)” were shown at several Alnylam’s offices around the world. The film screenings were followed by open and honest discussions about the key themes in the film.
- **Sexuality & Gender Alliance (SAGA)** connects and provides support for LGBTQ+ individuals and allies at Alnylam. In 2023, they continued their actions around PRIDE month around the world with a Tie Dye campaign, PRIDE Parade support, a panel called “Beyond the Binary,” and other events. In Europe, SAGA hosted 8 workshops for allies. They also collaborated with fellow ERNs to support OutBio, the biotech industry’s largest LGBTQ+ professionals group.
- **SHADES** is Alnylam’s Multicultural Network, fostering connections and learning opportunities for Black, Brown, Indigenous, Multicultural, People of Color, and Allies. This year, they experienced a 33% growth in membership and partnered with organizations including The Color of Biotech and Latinos in Bio to celebrate Juneteenth, Hispanic Heritage Month, Holi and Diwali, and more. They also held leadership and equality conversations and workshops throughout the year.
- **ACCESS** is an ERN committed to networking, advocacy, and support for colleagues with disabilities. Growing to more than 300 members, ACCESS hosted its first event for World Mental Health Day and established a partnership with Post22, a non-profit organization dedicated to training and employment for disabled adults.. They also successfully advocated for new fully equipped handicapped accessible bathrooms at the 675 West Kendall location.

- **Parenting Together at Alnylam (PTA)** grew their membership by 32% in 2023, hosting virtual speaker events and in-person events on topics such as navigating blended families, caring for parents, and dealing with addiction and substance abuse disorders. They were active in Bring Your Child to Work Day in November in the United States, and were proud to see Alnylam recognized as a 2023 Best Place for Working Parents and Best Workplaces for Parents in the U.S.
- **ULearn**, an Initiative Driven Interest Group, focuses on STEM education partnerships and partnered with organizations such as Discovery Museum, Mass STEM Hub Science Fair, Cambridge Science Festival, and Science Club for Girls among others.
- **Green Team**, an Initiative Driven Interest Group, spearheads environmental sustainability initiatives across Alnylam through volunteerism and activism. In 2023, the team spearheaded Earth Day events and continued the expansion of the Giki Zero app globally for Alnylam employees.



Talent Attraction and Retention

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

Attracting and Recruiting Top Talent

Bringing talented new employees to Alnylam is more important now than ever as we grow rapidly toward becoming a top-tier biotech by 2025.

We also recognize that increased diversity at Alnylam requires activating diverse talent internally and bringing to Alnylam new talent from outside the organization. Our Talent Acquisition Team collaborates with our ERNs to reach diverse talent through external partnerships. Current partnerships include Women in the Enterprise of Science & Technology, MassBIO, Women in Bio, Healthcare Businesswomen’s Association, Lab Central, OUTbio, The Color of Biotech, Latinos in Bio, and many more. We also actively engage with organizations to post our career opportunities on job boards specifically attracting diverse candidates including VeteranJobs, LatinoJobs, NativeJobs, OverFiftyJobs, LGBTJobs, DisabilityJobs, BlackCareers, AllBilingualJobs, and others.

In 2023, we continued our relationship with Howard University and worked to expand our reach to additional Historically Black Colleges and Universities. Each year, we host undergraduate, graduate and postdoctoral students in our Summer Intern & Co-Op programs, averaging more than 65 Co-Ops across Alnylam offices. We grew our relationship with Thrive Scholars for their STEM cohort and continued to partner with Project Onramp, an initiative of of Life Science Cares. In addition, we added a housing stipend to our internship offerings to remove cost barriers to gaining experiential learning opportunities at Alnylam. Going forward, it is our goal to bring at least 50% of our intern community from these partners, ensuring our internships are available to students from underrepresented communities. In 2023, 9 of our 16 total interns came from partner referrals.

In 2023, we continued our partnership with Northeastern University’s PharmD Fellowship, which equips postdoctoral students with the skills necessary to develop advanced medicines in the future. This year, 8 fellows at Alnylam worked in their core areas of expertise, with the flexibility to discover new opportunities and participate in teaching opportunities at Northeastern.

We were also proud to host the graduation ceremony for 50 graduating Biomanufacturing Technicians and Clinical Trial Associate Apprentices completing the MassBioEd Life Sciences Apprenticeship Program. To date, we have hired 6 apprentices from the program which provides both hard and soft skills and industry knowledge to build the next generation of biopharmaceutical professionals from historically underrepresented backgrounds.



Employee Professional Development

Retaining our employees and investing in their engagement means offering a clear path for ongoing development in their careers. We offer training, career development workshops, and targeted programs for employees at every stage in their career journey. Our employees have access to tuition reimbursement and year-round elective learning classes hosted by Alnylam leaders and outside experts through an online learning platform.

We also continued numerous programs for career development and training including our ANTARES Leadership Development focused on high-potential Senior Manager to Associate Director level employees. Our ATHENA Project continued in 2023 as well, focused on accelerating women in leadership at Alnylam. In 2023, 27 individuals participated in the ATHENA Project cohort, receiving leadership assessments, executive education, mentorship, and tailored individual development plans throughout the program.

In 2023, our Employee Development Week was expanded to Employee Development Month and branded globally as the “Level Up Development Challenge.” During this month, we focused on promoting the Alnylam career development portfolio to employees around the world and hosting events throughout the month. One featured event focused on the importance of personal wellness, including rest as a crucial ingredient for performance and innovation. More than 600 participants from 15 countries participated in Employee Development Month globally.

In 2023, we also expanded our company-wide mentorship program, Alnylam Mentors, where over 350 employees globally participated in a guided mentorship partnership with colleagues across Expertise Areas and regions. Alnylam also launched Building and Enabling Teams at Alnylam (BETA), a program focused on recognizing biases and demonstrating inclusive behaviors. To date, we have conducted more than 60 sessions with over 500 employees attending at least one session. Through this program, people managers work on skills aligned with Alnylam’s Core Values, empowering team members through effective and meaningful feedback and coaching career growth through open-ended questions, and understanding employee motivations, strengths, and aspirations.

Our DE&I initiatives and goals are a major part of Alnylam’s training and employee development processes around the world. In 2023, we expanded our Business English Language curricula, continued our multicultural awareness training, training related to Inclusion for Managers, and Unconscious Bias and Race/Ethnicity training for all employees. We also held seminars and panel discussions on topics including Imposter Syndrome: Changing the Narrative and Beyond Borders: Alnylam Immigration Stories where our employees shared the challenges and hardships they faced in their personal journeys.





Workplace Health and Safety

We strive to ensure that our employees can bring their best selves to work each day and feel healthy, safe, and protected in their workplaces. We actively develop policies, processes, and benefits programs that support our employees and their families.

Workplace Safety

Environmental Health & Safety practices at Alnylam are guided by our in-house EQUINOX hybrid management framework. EQUINOX builds a responsive workplace that manages risks, allowing our teams to balance growth, science, and productivity while meeting performance and compliance expectations. Our Chief Technical Operations and Quality Officer leads a team of professionals working to monitor and mitigate safety risks across the company and update policies and programs in health and safety as we grow.

In 2023, Alnylam expanded the training provided to employees to respond to physical injuries including training for employees to act as Mental Health First Aid Providers. In total, 28 employees in 10 global locations have been trained with the knowledge and skills necessary to help someone struggling with their mental health.

These dedicated employees can provide non-judgmental support and reassurance and direct individuals to the support they may need. This program is intended to reduce the stigma associated with mental health issues in the workplace and increase open-door communication for all.

Each year, we continue to monitor the health and safety activities, challenges, and opportunities of our facilities and offices around the world. In 2023, we conducted occupational health gap analyses in Spain and employee occupational health programs for our employees in Taiwan. We also conducted a complete EHS assessment of our new Germany office as we moved into the direct-leased space.

In 2023, we were pleased to see our global injury rate drop to 0.41 per 100 full-time employees, significantly lower than the industry average of 1.20 per 100 FTE. Over the same period, we experienced no global lost time injury cases. Our ongoing focus on education and injury prevention includes employee wellness checks, workplace medical screenings, ergonomics, vaccinations, display screen equipment eye exams, work-related illness and injury evaluations and treatment, reproductive health screening, and more. We look forward to continued vigilance and injury prevention with the goal of maintaining an injury-free work environment.

Supporting Employee Wellbeing

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

All active, regular employees working at least an average of 20 hours per week are eligible to participate in the Anylam benefits program. Total Rewards include medical, dental, and vision plans, flexible spending accounts, life insurance, disability coverage, mental health, and substance abuse services. Our Employee Assistance Program (EAP) offers employees and their families 24/7 access to professional and confidential counseling. Employees have access to a retirement savings program and employee stock purchase program. Beginning in 2024, Anylam will increase our company match in the retirement savings program from 4% to 5%. We are also increasing the guaranteed issue amount on voluntary life insurance to \$300,000 from \$200,000 in 2024 and continue to offer employee discount programs for insurance, daycare, and other services.

In 2023, Anylam continued to expand our family support benefits. We partnered with Carrot to provide employees with guidance for inclusive fertility, hormonal health, and family-building benefits. We implemented Parentaly,

a virtual platform offering support on topics including reproductive health, starting a family, healthy pregnancy, parenting, managing menopause, and more. We also partnered with Bump Health’s Baby Academy to offer virtual pregnancy and maternity classes at no cost to our employees. We continue to provide a lifetime allowance of \$30,000 toward adoption, surrogacy, or other family planning costs. Our parental leave allowance continues to be 13 weeks of 100% paid time off, which does not need to be taken all at once, following the birth or adoption of a child. This benefit has no waiting period and extends to all parents across Anylam.

In November, we again celebrated “Anylam Global Wellness Month” and a dedicated “Wellness Week” engaging internal and external leaders to provide tips for achieving big, bold goals and developing resilience by caring for our mental and physical health. Employees participated in online and in-person sessions related to health, fitness, financial and professional development, management, and mental and social well-being. This year, more than 200 virtual sessions were available worldwide. In 2023, we also added wellness time to our benefits package, providing days employees can use for personal wellness, mental health, and other needs throughout the year, separate from sick days.



SPOTLIGHT

Bring Your Child to Work Day

Every year, Anylam is proud to host the children of our employees at Bring Your Child to Work Day festivities. In 2023, we asked Anylam kids to pronounce our name and what their parent does at Anylam with some humorous results.

Communities

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



Samip, employee, U.S.



Communities

Alnylam’s mission to improve human health extends to the communities where we operate, and where our patients and employees live and work.

Reducing health inequities, especially removing barriers that limit access to quality health care, stands at the center of our community impact work. Through cross-sector collaboration, innovative investment approaches, and employee engagement, we respond when needed and accept challenges to strengthen communities and lives.

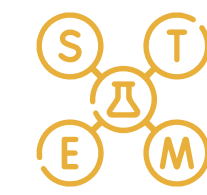
KEY PRIORITIES IN 2024

- Refresh our focus on partnerships for health equity, dedicating additional resources to support cardiovascular health equity and refreshing our global approach to Alnylam Challengers
- Continue to increase employee engagement in our community impact and health equity work
- Relaunch the Advocacy for Impact grants program to provide capacity building for patient advocacy organizations globally.

RELATED MATERIAL TOPICS



Health equity



STEM education



Community impact

KEY PRIORITIES IN 2023

PROGRESS TO DATE

Expand components of the Anylam Challengers social impact program globally

With the addition of Spain, we now have Anylam Challengers partnerships in 5 countries

Increase by 10% YOY participation of Anylam employees participating in Global Community Service Week

Over 1,000 employees donated more than 3,000 hours across 48 volunteer projects, representing a 20% increase in hours over 2022

Expand the number and variety of volunteer and giving opportunities available to employees through Benevity social impact platform

Continued to grow global use of Benevity, with 14% of employees engaging with the platform, raising more than \$70,000

Develop a strategic plan for a corporate match program for employee charitable donations

Launched three corporate matching initiatives for humanitarian giving and engaged more than 50% of Anylam employees in volunteerism in 2023

Health Equity: Accepting Challenges to Improve the Health of Humanity

Alynlam Challengers

New human-centered solutions and innovations are urgently needed to address systemic inequities in healthcare access and delivery. This is the focus of Alynlam Challengers, our signature community impact program launched in 2021. Through this program, we propel the work of innovative entrepreneurs and nonprofit organizations tackling social determinants of health (SDOH) related issues in under-resourced communities spanning five countries where Alynlam operates.

In the U.S., we support innovative solutions that remove barriers to healthcare access and address other SDOH, including transportation, medication adherence, and language barriers. In partnership with Acumen America, the U.S. division of a global nonprofit organization, we invest in social impact-driven companies, leaders, and ideas to tackle health inequities by turning philanthropic donations into capital investments. Our contributions to Acumen's portfolio supported an initial 12 companies, aided in the inclusion of 6 new companies, and resulted in 3 reinvestments since 2021.

Internationally, through Alynlam Challengers, we partner with non-governmental organizations that are developing innovative

approaches to providing workforce and economic opportunities for refugees, helping to remove barriers that impact their families' ability to access quality health care.

- In the U.K., we support **Refugee Action's 'Pathways to Work'** program, which provides good quality employment and training to the U.K. refugee community.
- In the Netherlands, our partnership with **Forward Inc.** provides training and volunteer support to refugees interested in launching, growing, funding, and sustaining small businesses.
- In Italy, through the **Soletterre Foundation's 'Skills Academy,'** Alynlam employees provide job training and coaching for refugees, preparing them to enter the local workforce.
- In Spain, through our new partnership with **Netwomening,** Alynlam employees provide online Spanish language lessons and mentorship to Afghan women who have fled the Taliban regime to restart their lives.

SPOTLIGHT

CR Awards



Named a *HumanKind* 100 Company for the 2nd Year in a Row



Received The 2023 *Boston Business Journal's* Corporate Citizenship Community Collaboration Award



Named to *Newsweek* Most Responsible Companies for the 2nd Year in a Row



Emily Brown and Jonathan Kumar, U.S.

CASE STUDY

Anylam Challengers Investment Success Stories



Attane Health founder Emily Brown knows firsthand how important it is to have access to healthy and culturally appropriate foods when managing chronic health conditions. Informed by her own experience providing for her children’s unique health needs, she built Attane Health, a digital marketplace for people living with chronic conditions who need access to healthy and diet specific foods.



Samaritan CEO Jonathan Kumar draws from his lived experience, having grown up in an immigrant family living in poverty. Using his expertise as a designer, Jonathan created Samaritan to empower people without a home to gain the social and financial capital needed to leave the street. Samaritan is a digital platform that provides financial incentives and social support for unhoused individuals as they take steps toward building a more stable life. They work with a network, including managed care organizations and community hospitals, to refer individuals to the platform and help them use the app. Their model also allows individual donors to support Samaritan Members directly or give to an “Action Fund” that pools donations together to support a given community.

STEM Education

Addressing Underrepresented Communities in STEM

Each day, Anylam's scientists are working to develop therapies that can change the lives of patients around the world. As a company dedicated to advancing scientific innovation and fostering a thriving biotechnology sector, we have a responsibility to help cultivate the next generation of scientific professionals and leaders. We also know that to realize the full potential of our industry and reduce global health inequities, biotech teams must reflect the communities they serve. For these reasons, we focus on developing relationships with organizations that are working to educate, train, and inspire individuals from underrepresented communities to pursue careers in STEM and biotech.

In 2023, we continued our partnership with Nucleate to advance biomedical innovation worldwide, and in the U.S., we hosted Anylam's second annual BioVenture Challenge. The BioVenture Challenge is a competition for promising biotech founders who compete for a grant and mentorship to help them grow and scale their early-stage companies. The competition criteria emphasize solutions rooted in health equity and the event itself serves as an opportunity to support and showcase emerging science and the entrepreneurs who are building the next generation of biotech companies.

Learn more about this unique partnership in the Science section of this report.

We also continued our work to support middle and high school students interested in science and STEM careers, as well as the promising scientific work of highly talented graduate researchers in RNAi and other disciplines. Much of the work is supported by Anylam's employee-led STEM education outreach group, ULearn. Highlights for 2023 include:

- Partnership with **Enroot** to support career panels with first-generation immigrants at the organization's 2023 Career Fair.
- Participated in **Science Club for Girls' Transform the Face of STEM** campaign to help improve the lack of representation of Black and Latino women in STEM careers.
- Employees served as judges for the **Massachusetts Science and Engineering Fair**.
- Anylam scientists helped high school students with their research in partnership with **The Journal of Emerging Investigators**.
- Participated in the **Cambridge Science Festival**, educating the local community about the science of RNAi.

Anylam employees also participate in educational STEM-related events and programs in our communities throughout the year. In 2023, this included opportunities with Women in the Enterprise of Science and Technology (WEST), Harvard University, Wheaton College, and Boston University. A cross-functional group of employees, including ULearn, also supported the Nature of Nucleic Acid Medicines conference in partnership with *Nature*, Moderna, and Worcester Polytechnic Institute. Anylam also hosts Summer Internship, Co-Op and PharmD Fellowship programs rooted in providing hands-on experience, exposure, and mentoring for students pursuing careers in biotech.



Employee Service in Our Communities

Alnylam’s employees are encouraged to share ideas, organizations, and causes they care deeply about. We listen to our employees’ preferences when choosing partnerships and empower them to volunteer during work hours independently and organize volunteer activities with their teams. For example, employees at our Norton manufacturing site volunteer every month with a local food pantry, the Cupboard of Kindness, and organize holiday giving opportunities every year. Our Commercial teams have also started integrating volunteerism and community support into key meetings. In 2023, we partnered with Science Club for Girls to organize STEM backpacks as part of a team-building activity.

Alnylam provides 8 hours of Volunteer Time Off (VTO) for all employees as a formal employee benefit. We leverage Benevity, an online platform that makes it easy for employees to find and register for volunteer events, track their hours, and give to causes they care about.

In 2023, we hosted the 9th year of Alnylam’s global community service event, which evolved from Community Service Day to Community Service Week beginning in 2021. During the week, employees rally behind local nonprofit partners addressing social determinants of health, lending their time and talent to improve the health of their communities. We organized 48 volunteer projects across 14 countries, and more than 1,000 employees participated, donating over 3,000 hours of service. Volunteer projects focused on environmental conservation, STEM education, supporting unhoused and refugee populations, and more.

SPOTLIGHT

Humanitarian Relief Initiatives Reach Turkey, Syria, Israel and Gaza

Throughout 2023, Alnylam employees, along with the entire world, witnessed devastating events, including the Turkey-Syria earthquakes and the shocking effects of the Israel-Hamas War, among others.

With the advocacy and support of our employees, Alnylam launched companywide giving campaigns to provide humanitarian aid in the wake of these tragedies, matching employee donations up to \$50,000 for each campaign. Employees raised more than \$65,000 to support victims of earthquakes in Turkey and Syria and \$50,000 to support civilian relief in the Israel-Hamas War through non-profit organizations such as AHBAP, International Rescue Committee, Magen David Adom, and the International Committee of the Red Cross.



Planet

At Anylam, we know the health of every individual around the world is inextricably linked to the health of our planet.

It is our responsibility to minimize our impact on the environment and work to address the growing threat of climate change globally. In recent years, our knowledge related to Anylam’s environmental footprint has grown significantly. We work to consistently take new steps toward integrating our commitment to environmental excellence into our global focus on transforming lives and improving the health of humanity.

KEY PRIORITIES IN 2024

- Continue Scope 1 and 2 GHG emissions calculation and work toward determining baseline year
- Continue to report on select Scope 3 categories and develop processes to explore additional Scope 3 calculations
- Certify two Anylam laboratories with [My Green Lab Certification](#)
- Reduce market-based emissions from green power purchase plans at Norton and Alewife facilities
- Complete water risk assessment using World Resources Institute Water Risk Atlas and the World Wildlife Fund Water Risk Filter

RELATED MATERIAL TOPICS



Climate change



Energy



Water and wastewater



Waste

KEY PRIORITIES IN 2023

PROGRESS TO DATE

Continue to complete Scope 1, 2 and 3 (limited) GHG emissions and solid/hazardous waste inventory, meeting reporting and disclosure requirements globally

Completed annual emissions and waste inventory, included in this report

Continue to conduct third-party verification of key environmental data and analyze against past years

Third-party verification of emissions, waste and water data completed annually

Complete future projections of Scope 1 and 2 GHG emissions and determine baseline year for GHG emissions targets

Continuing to build sophistication in Scope 1, 2 and 3 GHG emissions measurement and moving toward future goal setting

Complete 2022 collection and analysis of water use, evaluate for reduction and reuse opportunities

Completed annual water inventory, included in this report

Identify ongoing opportunities to minimize waste and increase reuse and recycling initiatives

Increased reuse and recycling initiatives throughout the year

Report Anylam United Kingdom greenhouse gas emissions in our 2022 U.K. SECR Directors Report

Achieved goal

Our Environmental Impact

We use cross-functional teams to monitor and mitigate potential employee safety and environmental impacts related to our global operations and future growth. To guide the growth and management of our facilities and systems across Alnylam, we utilize an Environmental Health & Safety (EHS) Management System framework called EQUINOX. This framework engages our employees as key stakeholders, enables them to build a strong and meaningful EHS culture, and enhances our productivity and EHS performance. EQUINOX acts as a guidepost for every EHS initiative and emphasizes continuous improvement toward best-in-class levels.

As Alnylam grows, we are actively seeking opportunities to demonstrate that our environmental strategy is aligned with best practices in our industry. In 2024, we will be working to certify two select Alnylam laboratories with [My Green Lab Certification](#), which is considered the gold standard for laboratory practices in sustainability globally.

Energy Use and Greenhouse Gas Emissions

Our Scope 1 and 2 greenhouse gas (GHG) emissions and select Scope 3 emissions categories are included in the table to the right. For the first time, we are reporting our current (2023) data contemporaneously with this report as we endeavor to provide real-time results for our shareholders and stakeholders. We achieved this through continual improvement of our data collection, analysis, and independent verification methods. Alnylam aligns its GHG disclosures with the WRI GHG Protocol and ISO 14064-1 standards.

In 2024, Alnylam will remain focused on shaping our global operational footprint in preparation for development of pragmatic targets and the impact of increased disclosure and reporting requirements. We detail examples in this section’s Case Study on page 61.

ALNYLAM’S GLOBAL ENERGY AND GHG EMISSIONS FOOTPRINT

METRIC	UNITS	2021	2022	2023
Scope 1 GHG Emissions	Metric Tons of CO2e	3,968	4,078	3,529
Scope 2 GHG Emissions (Location Based)	Metric Tons of CO2e	9,074	10,116	9,913
Scope 2 Emissions (Market Based)	Metric Tons of CO2e	9,053	10,116	9,933
Scope 3 GHG Emissions (Select Categories)	Metric Tons of CO2e			
• Category 5 – Waste from Operations		748	523	1,107
• Category 6 – Business Travel		479	2,910	3,270
• Category 7 – Employee Commuting (including “Work from Home”)		2,135	2,420	2,560
GHG Emissions Intensity	Metric Tons of CO2e	10	10	10
Total Energy Consumption	MWh	25,467	30,173	30,322

*Third-Party verification completed at the Limited Assurance Level for all data.
 Note: We have updated the methodologies used to develop our greenhouse gas inventory. These updates included changes to emission factors, updating the global warming potential (GWP) values used from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) to the IPCC Fifth Assessment Report (AR5), improved data quality and availability, and other methodological changes. We have updated the methodologies used to develop our greenhouse gas inventory. These updates included changes to emission factors, updating the global warming potential (GWP) values used from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) to the IPCC Fifth Assessment Report (AR5), improved data quality and availability, and other methodological changes.

Using Resources Responsibly

Water Management and Conservation

Across our operations, we are working to be responsible stewards for water management. We monitor water quality to ensure no harmful discharge or runoff reaches local watersheds. We continue to collect data from all operational sites and analyze our water use data throughout the year. This includes facility-level meter readings and analysis of utility bills to determine water withdrawal, discharge, and consumption totals. In some cases, gaps in data have been filled with consistent estimation methodologies considering total employees in a location and water discharge averages in that location.

At our Norton facility, we have implemented transformative measures for water conservation and waste management. We have adopted the Nalco 3D Trasar System, optimizing our reverse osmosis and deionization (RO/DI) systems. We are also working to harvest RO product flush water to minimize our water footprint. At Norton, we saw a 7% reduction in water consumption in 2023. Our commitment extends across our other operational facilities, including our 300 Third Street and 675 West Kendall Street research and development facilities, and our Alewife manufacturing facility in Cambridge, Massachusetts. At these locations, we actively collaborate with our landlords and are exploring innovative solutions to drive sustainability forward.

ALNYLAM GLOBAL WATER FOOTPRINT

METRIC	UNITS	2021	2022	2023
Water Withdrawal	Million Gallons	24.6	26.7	30.4
Water Discharged	Million Gallons	10.9	12.8	15.2
Water Consumption	Million Gallons	13.8	13.9	15.2

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

SPOTLIGHT

Zug's Energy Transformation Continues

In our Zug, Switzerland office, small changes are creating significant impacts. By replacing traditional lights with energy-efficient LED lighting, we saved 27% year-over-year in total electricity.

We completed the launch of a building-wide energy management system (EnMS) for the Norton Site via our Building Automation System. The system has an embedded tool that pulls and trends data from 73 electric, gas, water, and energy meters in the building. This tool is already paying dividends by allowing us to see and act on energy consumption in near real-time and optimize the performance of the building MEP systems.

Controlling Waste

The manufacturing processes for RNAi therapeutics are chemically intensive and require handling and disposing of both non-hazardous (municipal solid waste) and hazardous waste. As part of our GHG data collection process, we quantify total hazardous and non-hazardous waste across all owned and Alnylam-leased facilities.

We actively work to identify opportunities to optimize our treatment and disposal processes, minimize waste, and increase reuse and recycling initiatives. In 2023, we transitioned our Norton manufacturing facility to a new municipal solid waste vendor who provided us with a preferential waste-to-energy treatment option versus landfill.

Alnylam also provides employees with the opportunity to dispose of household electronic waste at many global sites, reducing the potential for these items to be disposed of in illicit or inappropriate ways. Over 1,900 pounds of household electronic waste was collected and properly disposed of in 2023.

Employee Engagement in the Environment

At Alnylam, engaging to protect our environment goes beyond our corporate efforts and extends to the passion of our employees for the planet. In 2023, our global Green Team inducted new leadership, engaging a Materials Management and Operations Specialist as its Chair. This team worked to build relationships with internal employees and external partners, spearheading activities including Earth Day, My Green Labs certifications, Giki Zero expansion, and recycling in key facilities.



Alnylam is responsible for minimizing our impact on the environment and taking action as a company that improves the health of the planet. We also know that we are in the early stages of our journey and that we will continue to have the opportunity to be more responsible and sustainable as our work evolves.



Timothy Maines
Chief Technical Operations and Quality Officer

WASTE MANAGEMENT FOOTPRINT

METRIC	UNITS	2021	2022	2023
Municipal Solid Waste				
Landfilled	Metric Tons	106	107	122
Waste-to-energy	Metric Tons	81	96	213
Recycled	Metric Tons	133	67	70
Incinerated	Metric Tons	1	2	1
Diversion Rate*	Percentage	41	25	17
Construction & Demolition Waste				
Landfilled	Metric Tons	7	0	0
Waste-to-energy	Metric Tons	0	0	2
Recycled	Metric Tons	67	0	0
Diversion Rate*	Percentage	91	0	0
Hazardous Waste				
Landfilled	Metric Tons	0	0	0
Waste-to-energy	Metric Tons	127	74	198
Recycled	Metric Tons	9	8	5
Incinerated	Metric Tons	306	199	343
Diversion Rate*	Percentage	2	3	1

*Includes allowable diversion technologies or methods as defined by the Green Building Certification Institute. Note: After data validation and verification, adjustments have been made to the landfill and other numerical figures from previous years. After data validation and verification, adjustments have been made to the landfill and other numerical figures from previous years.



CASE STUDY

Renewable Energy Power Purchase Agreement (PPA) Completed at Norton and Alewife Facilities



We know energy sourcing is a major opportunity to improve the sustainability of Anylam’s operations. In 2023, we invested in sourcing renewable energy for our Norton and Alewife Massachusetts facilities. As of January 2024, 100 percent of purchased energy at these manufacturing facilities will be sourced from certified renewable energy sources. This achievement will bring our Scope 2 market-based GHG emissions to zero at both sites.

Anylam recognizes our labs and offices consume large amounts of energy, whether through HVAC temperature control, specialized automated equipment, or other sources. Through renovations to existing spaces, partnerships with leased facility

owners, power purchase agreements and renewable energy credits (RECs), we continue to identify opportunities to reduce our GHG emissions as we grow. For example, our 300 Third Street and 675 West Kendall Street research & development facilities electricity are sourced through landlord managed renewable energy power purchase agreements, and Anylam’s new leased office in Munich, Germany, located in the eco-friendly Skygarden Complex, runs on green power and has been certified as ‘Gold’ by the U.S. Green Building Council.

This is crucial work for Anylam as we strive to have a positive impact on both human and planetary health through the medicines we create.

Governance

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





Governance

Since our inception good governance and integrity have been cornerstones of our growth.

While our values call for urgency and innovation, we have never prioritized progress or scientific discovery over responsibility and ethics. Instead, our success is mutually dependent on our continued focus on ethics, compliance, and the strongest global legal standards.

KEY PRIORITIES IN 2024

- Develop a broader framework for small and diverse supplier mentorship programs within Anylam and continue mentorship with Diversity Alliance for Science (DA4S) businesses
- Expand our outreach to Veteran and Service-Disabled Veteran-Owned Enterprises
- Increase diverse supplier spend 5% in 2024
- Continue to enhance key compliance policies, standard operating procedures, and training across the enterprise

RELATED MATERIAL TOPICS



Corporate Governance



Transparency



Supplier Responsibility



Data Security and Privacy

KEY PRIORITIES IN 2023	PROGRESS TO DATE
<p>Launch vendor mentorship program for small and diverse suppliers</p>	<p>Participated in vendor mentorship programs with Diversity Alliance for Science (DA4S)</p>
<p>Increase diverse supplier spend by 5%</p>	<p>Achieved goal</p>
<p>Increase spending with small businesses to support our local economy</p>	<p>Achieved goal</p>
<p>Achieve 100% completion on Code of Business Conduct and Ethics training for new employees</p>	<p>Achieved goal</p>

Corporate Responsibility Corporate Governance

At Anylam, we are committed to patients and place a strong emphasis on delivering long-term stockholder value while maintaining robust corporate governance practices. We have a highly independent Board of Directors, comprised of 12 individuals with diverse skills and qualifications, to ensure effective oversight. As of December 31, 2023, 83% of our Directors are independent and 42% identify as women, including two individuals who identify as members from underrepresented populations. In early 2023, Lead Independent Director Amy W. Schulman assumed the role of Chair of the Board. Former Chair, Michael W. Bonney, remains a Non-Independent Director. In early 2023, we welcomed Peter Kellogg and Nobel-laureate Carolyn Bertozzi, Ph.D., to the Board. Our CEO, Yvonne Greenstreet, MBChB, serves as a member of the Board and leads our Executive Leadership Team (ELT), comprised of our most senior leaders.

Our Board of Directors are all actively and constructively engaged in the exercise of their duties and responsibilities and have established four key standing committees: People, Culture and Compensation, Nominating and Corporate Governance, Audit, and Science and Technology.

BOARD MEMBERS AND COMMITTEE REPRESENTATION

Chair of the Board

Amy W. Schulman

Audit Committee

Olivier Brandicourt, M.D.

Peter N. Kellogg, **Chair**

Colleen Reitan

Created to assist the Board of Directors' oversight of the Company's accounting and financial reporting processes and the audits of the Company's financial statements.

People, Culture and Compensation Committee

Colleen Reitan, **Chair**

Olivier Brandicourt, M.D.

Elliott Sigal, M.D. Ph.D

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

Nominating and Corporate Governance Committee

Dennis A. Ausiello, M.D.

Carolyn Bertozzi, Ph.D

Margaret A. Hamburg, M.D.

David E.I. Pyott, **Chair**

Amy W. Schulman

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

Science and Technology Committee

Dennis A. Ausiello, M.D.

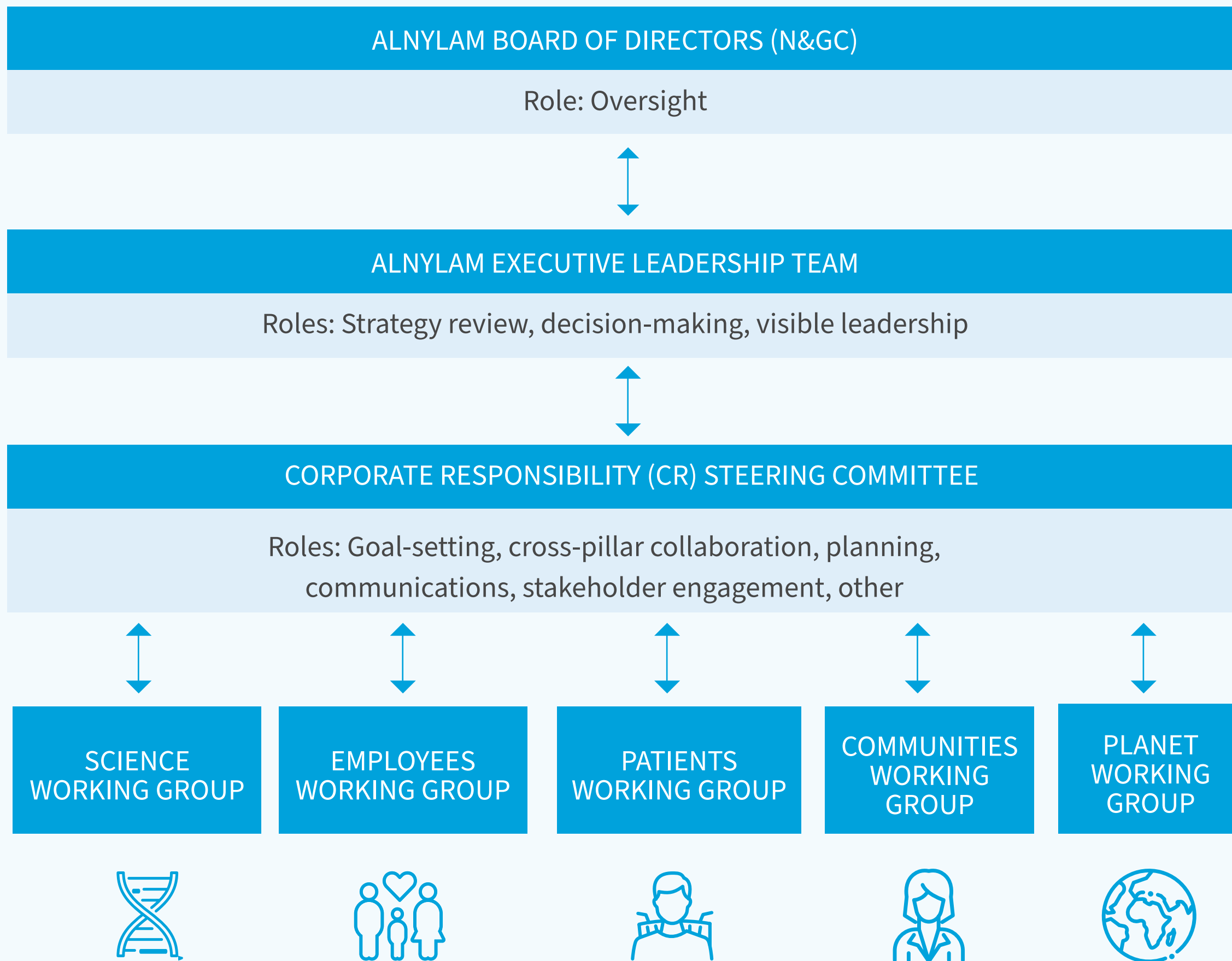
Carolyn Bertozzi Ph.D

Phillip A. Sharp, Ph. D, **Chair**

Elliott Sigal, M.D. Ph.D

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

CORPORATE RESPONSIBILITY GOVERNANCE STRUCTURE



Corporate Responsibility Governance

Our Board of Directors sets the tone for governance across our company, and its Nominating and Corporate Governance Committee (NG&C) provides direct oversight of and engagement with our CR and ESG-related matters. Our ELT is also directly involved in CR through focus-area-specific teams that advance our work on a regular basis and are directly engaged in each of our CR pillars. They report regularly to the Board of Directors and its committees on the activities advanced by the company.

Led by members of our ELT, our CR Steering Committee is organized with leaders responsible for each of the CR pillars – patients, science, employees, communities, and planet. In addition, the pillars are underpinned by the governance and integrity of our business. Each pillar has a Working Group led by members of the Steering Committee and is comprised of key leaders across responsibilities that align with each pillar. These Working Groups develop ongoing strategic initiatives, set and review key performance indicators, and lead the development of our data and reporting across each pillar. Our focus on cross-functional teams forms the basis of our CR approach – integrating responsibility, sustainability, and integrity into all business initiatives.

Ethics and Compliance

In 2023, Alnylam continued to enhance the operations of our Global Compliance Program under the leadership of Chief Ethics & Compliance Officer (CECO) Piyush Sharma. The Ethics and Compliance (E&C) team focuses on four strategic priorities: Governance; Policies, Procedures, and Guidance; Systems and Tools; and Third Party Risk Management. The E&C team engages with the Corporate Compliance Committee (CCC), comprised of the Executive Leadership Team and co-chaired by Alnylam's CEO and CECO, to actively evaluate and address potential compliance risks. Additional cross-functional compliance committees across Alnylam at the regional, market, and functional levels extend our governance and oversight by engaging leaders across the enterprise for risk identification and mitigation efforts. In 2023, Alnylam introduced the R&D/Medical Compliance Committee, as well as the Compliance Committee for the German market, in furtherance of the strategic priority around governance. All compliance committees at Alnylam meet quarterly throughout the year.

The CECO also regularly reports to the Board's Nominating and Corporate Governance Committee, which has specific oversight responsibility for all non-financial compliance matters and maintains an active dialogue with the CECO and other members of management on Alnylam's evolving risk profile, the operation of and enhancements to the Global Compliance Program, and execution of our risk mitigation strategies.

We continue to meet all applicable transparency obligations in the U.S., at the state and federal levels and globally, by disclosing relevant payments and other transfers of value to healthcare professionals and healthcare organizations.

In 2023, the E&C team launched numerous communications initiatives to regularly engage employees in compliance topics, including the launch of a refreshed E&C intranet site. The E&C team also released its first four issues of the Compliance Bulletin, a quarterly compliance newsletter issued by our CECO. The Let Integrity Guide You video series also launched this year, featuring the Executive Leadership Team and their perspectives on ethics and integrity.

The E&C team also continued the revamp of key policies in 2023. Based on findings from key compliance committees, monitoring, investigations, internal audits and business queries, the team issued updated global policies, standard operating procedures (SOPs), and guidance, including an enhanced Anti-Bribery and Anti-Corruption Policy and supporting SOPs, Advisory Board SOP, and Investigations Guide, to provide additional clarity for the business. In 2024, we expect to launch updates to other core policies and SOPs, including global policies on external funding, healthcare professional and patient interactions, conflicts of interest and employee social media use, as well as an SOP on patient support programs and a comprehensive reference guide for all U.S. field-facing roles.



SPOTLIGHT

Enhancing our Risk Management and Monitoring Programs

Alnylam continued to invest significant time and resources in its Enterprise Risk Management (ERM) program in 2023, successfully completing annual risk assessment and risk mitigation planning activities, with review and input from ELT.

A cross-functional committee comprised of U.S. and International senior leaders met regularly to oversee the proper functioning of the ERM program and to discuss the management of Alnylam's current and new/emerging enterprise risks. We also enhanced our risk management with third parties by updating our Third Party Code of Conduct. We introduced the new Third Party Code to our distributor partners during our annual partners' meeting held in Cambridge in June and trained the leaders of our distribution partners on its principles. Our risk mitigation efforts continued with partners in their home countries through further in-depth discussions on building trusted and ethical relationships with HCPs, patients, and the societies in which we operate.

In 2024, the team will continue implementing new systems and enhanced processes for risk management. Notably, we are committed to launching a new tool to simplify and scale our Enterprise Risk Management and Compliance Risk Assessment processes, as well as a new tool for Third Party Risk Management that will facilitate due diligence on ethics and compliance, privacy, and modern slavery/human rights risks, among other risk areas. Lastly, we will launch a new monitoring tool, leveraging technology to more efficiently and effectively monitor transactions based on potential risks.

Alnylam's Code of Business Conduct and Ethics (Code) remains the global standard for our ethical commitments and principles. Though each geographic area within Alnylam may have unique laws and regulations, this global Code ensures we consistently employ the highest global standards for responsible operations, product quality, patient safety, privacy, ethical research, scientific exchange, and other key areas. Each year, we review our Code to ensure it remains relevant as Alnylam grows globally.

Our Code and Open Door Policy also explain the various channels available for reporting ethics concerns at Alnylam. Our anonymous and confidential 24-hour Alnylam Helpline can be accessed by phone or online to report concerns. This phone line is managed by a third party on Alnylam's behalf. The investigations process strives to ensure that all parties are treated with fairness and dignity and aims to assess relevant facts and information fairly and impartially, and to take action as appropriate. The Alnylam Helpline can be accessed at 800-231-8685 or helpline.alnylam.com. In 2023, Alnylam worked to increase awareness of the Helpline and our Speak Up culture with E&C branded pins to give to onsite colleagues. The pins and accompanying information cards reminded colleagues of our Open Door Policy and the channels available to raise concerns.

Data Security and Privacy

In 2023, Alnylam continued to enhance our Global Privacy Program by embedding our commitment to privacy into business processes and ensuring our technology enables privacy and data protection for patients, employees, and partners.

Alnylam’s Data Governance Committee (DGC) oversees the company’s information security and data privacy practices globally. In 2023, the DGC expanded to include additional representatives of data custodians and control/risk functions. This cross-functional structure adopts a global, enterprise-wide mindset, engages around Alnylam’s data initiatives, programs, policies and goals, and in turn provides guidance on managing data efficiently, mitigating risks, and building a data-centric culture. In 2023, this team issued new guidance on the responsible use of artificial intelligence and updated Alnylam’s Global Data Privacy Policy and supporting procedures to address new and emerging requirements and risks.

In 2023, we continued to celebrate Data Privacy Day and Security Awareness Month, globally, and the fifth anniversary of the General Data Protection Regulation (GDPR) in the E.U. During these periods, and throughout the year, we emphasized the importance of data privacy principles as outlined in our Global Data Privacy Policy and trained employees on procedures to appropriately handle personal data and the company’s confidential data. Our Privacy Champions Network continued to be an important catalyst for information sharing about topics such as acceptable use, new and emerging privacy requirements, and the risks associated with artificial intelligence.



SPOTLIGHT

Generative Artificial Intelligence (AI) Use Guidelines

In 2023, the DGC recognized the growth of generative AI and large language models (LLMs) as business tools.

Seeing the potential uses for these technologies, the committee created a set of global guidelines to understand and evaluate AI and LLM technologies and explore their uses across Alnylam. These guidelines encourage employees to consider transparency, confidentiality, privacy, security, intellectual property, bias, and other factors in their use of AI. The DGC also convened a Council to review business use cases of AI across the enterprise.

Political Engagement and Advocacy

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

In 2023, Alnylam’s Political Action Committee (PAC) continued to contribute to candidates for United States federal office in both major parties that support our values. In compliance with Federal Election Commission regulations and rules regarding contributions and disclosure, in 2023, our PAC donations totaled \$42,300 at the federal level with 55% to candidates from the Democratic Party and 45% to candidates from the Republican Party.

ALNYLAM IS ACCEPTING THE FOLLOWING DIVERSE CERTIFICATIONS TYPES:

- Minority Owned Business Enterprises (MBE)
 - African-American-Black
 - Asian-Indian
 - Asian-Pacific
 - Hispanic-Latin American
 - Native American
- Women Owned Business Enterprises (WBE)
- Veteran Owned Business Enterprises (VBE)
- Disability Owned Business Enterprises (DBE)
 - Service Disabled Business Enterprises (SDVBE)
 - Lesbian, Gay, Bisexual, and Transgender Owned Business Enterprises (LGBTBE)
 - HUBZone Businesses
- Small Disadvantaged Businesses (SDB)

SPOTLIGHT



Neta Scientific
LAB SUPPLIES AND SOLUTIONS

Neta Scientific Lab Supplies and Solutions

Neta Scientific is a wholesale distributor of laboratory supplies, equipment, and services in our industry.

Their small business and diversity certifications include SBE, SDB, WBE/WOSB, HUBzone, and MBE. In 2023, the company engaged with Alnylam as a key supplier to fill an important space in our research and early development consumables portfolio. As a smaller company, Neta Scientific can respond quickly to our needs and stay nimble in a way larger supplier companies often cannot.

SPOTLIGHT



Custom Learning Designs (CLD) Inc.

CLD is a life science sales training company that helps trainers in our industry change patient lives with more effective learning.

CLD is certified SBE and WBE/WOSB. They were onboarded as an Alnylam supplier to develop workshops for our U.S. Commercial National Kickoff Meeting in 2023. The entire team felt the impact of their training services, and commented on the strong alignment of Alnylam’s company values with CLD.

Supplier Responsibility

Our supplier relationships are guided by Alnylam’s Global Procurement Policy and Third Party Code of Conduct, ensuring we establish supplier relationships with companies whose values and ethical standards match our own. We work diligently to implement responsible, ethical purchasing practices that comply with global laws, industry standards, internal policies and controls, business rules, and global regulatory requirements.

2023 marked the second year since the creation of our formal Supplier Diversity Program at Alnylam. We are proud to have achieved our goal in 2022 to increase spending with diverse suppliers by more than 5% and look forward to continuing this growth trajectory in 2024. We are also joining the Veterans in Business Network and engaging with their network nationally.



2023 ACHIEVEMENTS IN SUPPLIER DIVERSITY

\$29+

million spent with diverse suppliers

\$39+

million spent with non-diverse small business enterprises (SBE)

19%

increase in diverse supplier spend year over year

79%

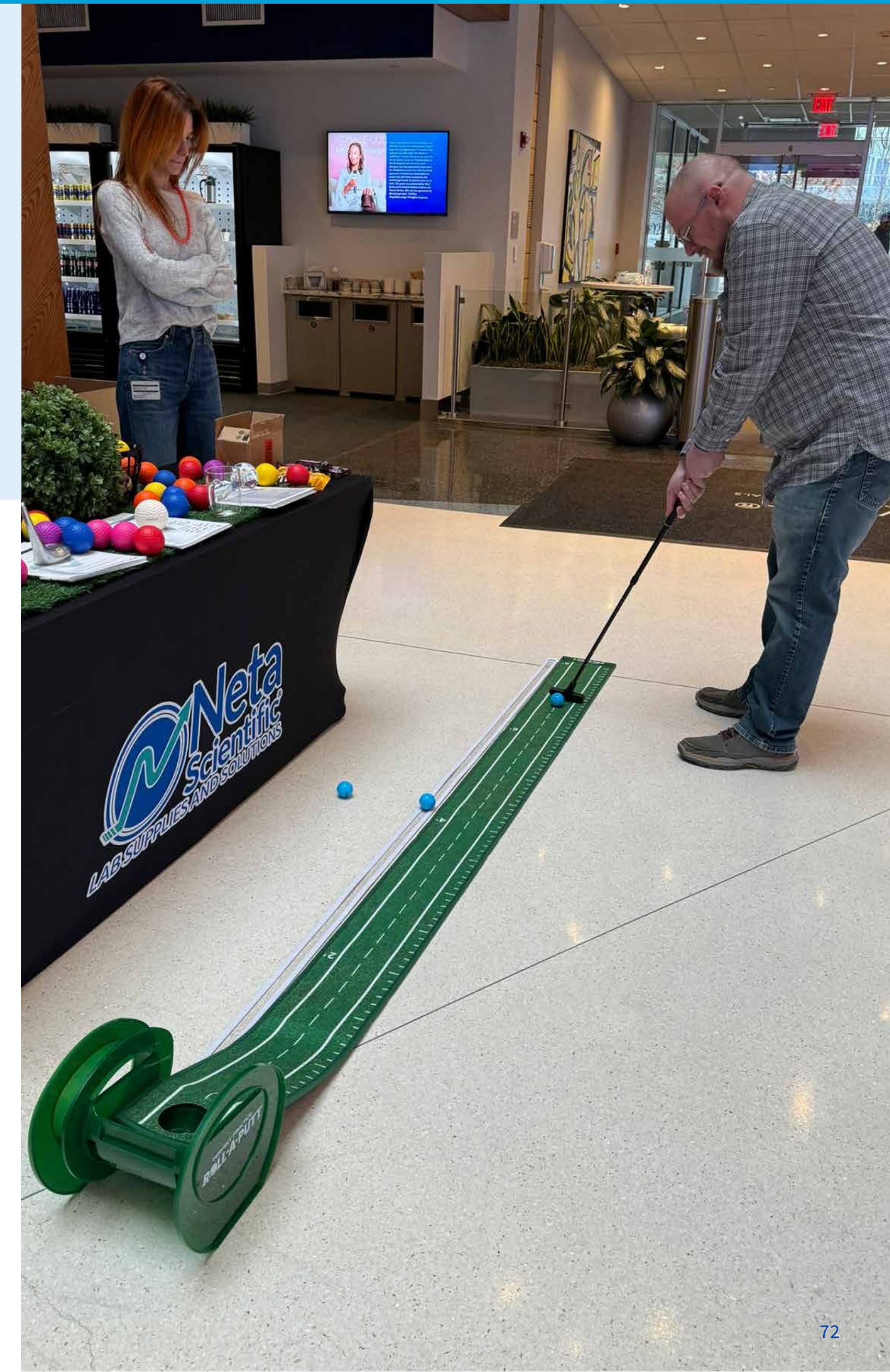
increase in the number of diverse suppliers that we do business with year over year

CASE STUDY

Building Connections with Diverse and Small Suppliers.

Reaching small and diverse suppliers means going beyond traditional RFPs and other traditional means of supplier sourcing. To meet our goals, we work to develop direct, in-person connections with potential suppliers in our industry. In 2023, our supplier diversity team joined Diversity Alliance for Science (DA4S) at their East Coast and West Coast Conferences and attended Disability: IN and Greater New England Minority Supplier Development Council (GNEMSDC) conferences. We proudly hosted industry roundtables for networking at three of these conferences and held a “How to Do Business with Anylam” session with GNEMSDC. Through our affiliation with DA4S, we also became a member of their small business mentorship program. For a year, Anylam leaders mentored

employees at Mac-Mod Analytical, a Pennsylvania-based company focusing on smart chromatography in laboratory settings. Mac-Mod Analytical President & CEO Geoff Faden says, “As a small life science firm serving the chromatography space, becoming a mentee in the DA4S program has been an invaluable experience. Historically, we often have not engaged with procurement or supplier diversity staff directly; therefore, having Anylam's supplier diversity and procurement staff as a sounding board to optimize our value proposition has been very impactful for MAC-MOD's business objectives in 2024.” In 2024, we plan to continue our participation in a group mentorship program through DA4S for a Women and Minority Owned Business.



Data Summary



2023 SASB INDEX

Alnylam is proud to report based on recommended metrics for Sustainability Accounting Standards Board (SASB) framework for biotechnology and pharmaceuticals. We have reported here all metrics in this standard which are material to the Alnylam business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2023 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. 29. Alnylam Clinical Trials Website: https://clinicaltrials.alnylam.com/
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Alnylam experienced one FDA Sponsor Inspection in 2022 which was classified as NAI (No Action Indicated). Clinical Trial Practices: Alnylam CR Report: Science Section: p. 29.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	We work to maintain consistent pricing approaches, ensuring sustainable innovation for rare and ultra-rare diseases. We are committed to growth through continuous innovation, not arbitrary price increases. In 2023, Alnylam implemented a price increase of several of our products, by a modest percentage that does not exceed inflation. 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 .

2023 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	No fatalities have been associated with Alnylam products as reported in the FDA Adverse Event Reporting System, which can be publicly accessed here: https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-systemfaers/fda-adverse-event-reporting-system-faers-public-dashboard
HC-BP-250a.3	Number of recalls issued, total units recalled	Zero recalls to report in 2023.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2022, Alnylam accepted 526 vials of returned product, 2 of which were reused.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Zero FDA enforcement actions related to the manufacturing of Alnylam products in 2023.
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 p. 81.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Alnylam 10-K p. 59. Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Alnylam CR Report: Employees Section: p. 33.

2023 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	<p>Voluntary turnover rate: VP+: 5.1% Director+: 6.8% Assoc Dir: 8.5% Manager+: 6.3% Individual contributor: 5.1%</p> <p>Involuntary turnover rate: VP+: 6.8% Director+: 4.5% Assoc Dir: 3.8% Manager+: 2.7% Individual contributor: 3.0%</p>
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	<p>Alnylam does not currently require Rx-360 audits, but does perform a quality audit annually for all suppliers.</p> <p>Supplier Responsibility: Alnylam CR Report: Governance Section: p. 62.</p>
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Any material legal proceedings are disclosed in Alnylam's 10-K and Annual Report. Alnylam 10-K p. 81.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct
HC-BP-000.A	Number of patients treated	Over 5,000 patients on Alnylam commercial medicines globally.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Alnylam Pipeline Website: https://www.alnylam.com/alnylam-rnai-pipeline/

GRI CONTENT INDEX

Statement of Use	Alnylam has reported the information cited in this GRI content index for the period of Fiscal Year 2023 with reference to the GRI Standard
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 2: General Disclosures 2021	2-1 Organizational details	10-K	10-K p. 1.
	2-2 Entities included in the organization’s sustainability reporting	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-3 Reporting period, frequency and contact point	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-4 Restatements of information	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-5 External assurance	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-6 Activities, value chain and other business relationships	10-K	10-K p. 5.
	2-7 Employees	CR Report	Global Employee Snapshot: Alnylam CR Report: Employees: p. 40.
	2-8 Workers who are not employees	CR Report	Global Employee Snapshot: Alnylam CR Report: Employees: p. 40.
	2-9 Governance structure and composition	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-10 Nomination and selection of the highest governance body	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-11 Chair of the highest governance body	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-12 Role of the highest governance body in overseeing the management of impacts	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-13 Delegation of responsibility for managing impacts	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-14 Role of the highest governance body in sustainability reporting	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-15 Conflicts of interest	Annual Report	Alnylam Proxy Statement p. 71.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	10-K	10-K p. 67.
	2-17 Collective knowledge of the highest governance body	Annual Report	Alnylam Proxy Statement p. 24.
	2-18 Evaluation of the performance of the highest governance body	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-19 Remuneration policies	Annual Report	Alnylam Proxy Statement p. 49.
	2-20 Process to determine remuneration	Annual Report	Alnylam Proxy Statement p. 49.
	2-21 Annual total compensation ratio	Annual Report	Alnylam Proxy Statement p. 49.
	2-22 Statement on sustainable development strategy	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-23 Policy commitments	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-24 Embedding policy commitments	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	2-25 Processes to remediate negative impacts	CR Report	Alnylam CR Report: Planet: p. 55.
	2-26 Mechanisms for seeking advice and raising concerns	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-27 Compliance with laws and regulations	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
	2-28 Membership associations	CR Report	Alnylam CR Report: Communities: p. 48.
	2-29 Approach to stakeholder engagement	CR Report	Understanding Material Topics: Alnylam CR Report: Introduction: p. 9.
	2-30 Collective bargaining agreements	10-K	10-K p. 43.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	3-2 List of material topics	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.
	3-3 Management of material topics	CR Report	About This Report: Alnylam CR Report: Introduction: p. 2.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-K	10-K p. 85.
	201-2 Financial implications and other risks and opportunities due to climate change	10-K	10-K p. 72.
	201-3 Defined benefit plan obligations and other retirement plans	10-K	10-K p. 131.
	201-4 Financial assistance received from government	10-K	10-K p. 85.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	Anylam is not reporting against this metric.
	202-2 Proportion of senior management hired from the local community	N/A	Anylam is not reporting against this metric.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	10-K	10-K p. 85.
	203-2 Significant indirect economic impacts	10-K	10-K p. 48.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	CR Report	Supplier Responsibility: Anylam CR Report: Governance: p. 62.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	10-K	10-K p. 44.
	205-2 Communication and training about anti-corruption policies and procedures	CR Report	Ethics and Compliance: Anylam CR Report: Governance: p. 62.
	205-3 Confirmed incidents of corruption and actions taken	CR Report	Ethics and Compliance: Anylam CR Report: Governance: p. 62.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K	10-K p. 44.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 207: Tax 2019	207-1 Approach to tax	10-K	10-K p. 51.
	207-2 Tax governance, control, and risk management	10-K	10-K p. 51.
	207-3 Stakeholder engagement and management of concerns related to tax	10-K	10-K p. 51.
	207-4 Country-by-country reporting	10-K	10-K p. 51.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 58.
	302-3 Energy intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 58.
	302-4 Reduction of energy consumption	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 58.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 59.
	303-2 Management of water discharge-related impacts	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 59.
	303-3 Water withdrawal	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 59.
	303-4 Water discharge	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 59.
	303-5 Water consumption	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 59.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Immaterial to Alnylam	N/A
	304-2 Significant impacts of activities, products and services on biodiversity	Immaterial to Alnylam	N/A
	304-3 Habitats protected or restored	Immaterial to Alnylam	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Immaterial to Alnylam	N/A

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Anylam CR Report: Planet: p. 58.
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Anylam CR Report: Planet: p. 58.
	305-4 GHG emissions intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Anylam CR Report: Planet: p. 58.
	305-5 Reduction of GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Anylam CR Report: Planet: p. 58.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CR Report	Controlling Waste: Anylam CR Report: Planet: p. 60.
	306-2 Management of significant waste-related impacts	CR Report	Controlling Waste: Anylam CR Report: Planet: p. 60.
	306-3 Waste generated	CR Report	Controlling Waste: Anylam CR Report: Planet: p. 60.
	306-4 Waste diverted from disposal	CR Report	Controlling Waste: Anylam CR Report: Planet: p. 60.
	306-5 Waste directed to disposal	CR Report	Controlling Waste: Anylam CR Report: Planet: p. 60.
	308-2 Negative environmental impacts in the supply chain and actions taken	CR Report	Supplier Responsibility: Anylam CR Report: Governance: p. 62.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CR Report	Voluntary turnover rate: VP+: 3.9% Director+: 9.0% Assoc Dir: 9.0% Manager+: 10.1% Individual contributor: 11.3% Involuntary turnover rate: VP+: 7.8% Director+: 4.2% Assoc Dir: 1.6% Manager+: 0.8% Individual contributor: 0.7%"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report	Supporting Employee Wellbeing: Anylam CR Report: Employees: p. 47.
	401-3 Parental leave	CR Report	Supporting Employee Wellbeing: Anylam CR Report: Employees: p. 47.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	10-K	10-K p. 43.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-2 Hazard identification, risk assessment, and incident investigation	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-3 Occupational health services	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-4 Worker participation, consultation, and communication on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-5 Worker training on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-6 Promotion of worker health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-8 Workers covered by an occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
	403-10 Work-related ill health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 46.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	N/A	Alnylam is not reporting against this metric.
	404-2 Programs for upgrading employee skills and transition assistance programs	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 45.
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 45.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 45.
	405-2 Ratio of basic salary and remuneration of women to men	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 45.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Alnylam is not reporting on this metric	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Alnylam is not reporting on this metric	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
GRI 415: Public Policy 2016	415-1 Political contributions	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	CR Report	Alnylam CR Report: Patients: p. 12.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	CR Report	Alnylam CR Report: Patients: p. 12.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 22.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 22.
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	Alnylam CR Report: Science: p. 22.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CR Report	Alnylam CR Report: Governance and Integrity: p. 62.



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