



About this Report

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

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



Alnylam Forward-Looking Statements

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

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

2024 SASB INDEX

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

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>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.</p> <p>Clinical Trial Practices: Alnylam CR Report: Science Section: p. 35.</p> <p>Alnylam Clinical Trials Website: https://clinicaltrials.alnylam.com</p>
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)	<p>Alnylam experienced zero FDA enforcement actions in 2024.</p> <p>Clinical Trial Practices: Alnylam CR Report: Science: p. 35.</p>
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	<p>We work to maintain consistent pricing approaches, ensuring sustainable innovation for rare and ultra-rare diseases. We are committed to growth through continuous innovation, not arbitrary price increases. In 2024, Alnylam implemented a price increase on several of our products, by a modest percentage that does not exceed inflation.</p> <p>Patient Access: Alnylam CR Report: Patients: p. 17.</p>
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	<p>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.</p>

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

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

GRI CONTENT INDEX

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

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

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

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

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

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

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

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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: p. 73.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 415: Public Policy 2016	415-1 Political contributions	CR Report	Alnylam CR Report: Governance: p. 73.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	CR Report	Alnylam CR Report: Patients: p. 14.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	CR Report	Alnylam CR Report: Patients: p. 14.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 25.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 25.
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	Alnylam CR Report: Science: p. 25.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CR Report	Alnylam CR Report: Governance: p. 73.