

Data

Alnylam aligns our reporting data to SASB, GRI, IFRS, CDP and ESRS standards.



About this Report

Our 2025 CR Report’s content, data, and strategy is overseen by our CR Steering Committee and individual Pillar Working Groups. These teams work collaboratively to set goals, report on previous years’ priorities, and build long-term key performance indicators to enhance performance across our CR Pillars.

The content in this report is framed around our CR pillars and refreshed materiality topics refined in our 2025 double materiality assessment. Aligned with global regulatory frameworks, we continue 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. In 2025, we also added a specific Climate-Related Financial Risk Disclosure to our reporting suite, aligned with multiple global regulatory requirements, and included a readiness assessment in our appendices related to the ESRS framework and aligned with the EU’s CSRD regulations.

The GHG Inventory shared 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 2025 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.

2025 SASB INDEX

Alnylam shares here all material metrics related to the Sustainability Accounting Standards Board (SASB) framework for biotechnology and pharmaceuticals. All data presented is for the year ended December 31, 2025 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. 34. Alnylam Clinical Trials Website: https://clinicaltrials.alnylam.com
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Alnylam experienced zero FDA enforcement actions in 2025. Clinical Trial Practices: Alnylam CR Report: Science: p. 34.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	We work to maintain consistent pricing approaches, ensuring sustainable innovation for rare and ultra-rare diseases. We are committed to growth through continuous innovation, not arbitrary price increases. In 2024, Alnylam implemented a price increase on several of our products, by a modest percentage that does not exceed inflation. Patient Access: Alnylam CR Report: Patients: p. 16.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	
HC-BP-250a.1	List of products listed in the Food and Drug Administration’s (FDA) MedWatch Safety Alerts for Human Medical Products database	No Alnylam products are currently listed in the MedWatch Safety Alerts database. The FDA MedWatch Safety Alerts for Human Medical Products database can be publicly accessed here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program .
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	No fatalities have been associated with Alnylam products as reported in the FDA Adverse Event Reporting System, which can be publicly accessed here: https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-systemfaers/fda-adverse-event-reporting-system-faers-public-dashboard

2025 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
HC-BP-250a.3	Number of recalls issued, total units recalled	Zero recalls to report in 2025.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2025, Alnylam accepted 299 vials of returned product, 160 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 2025.
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. 67.
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. 67.
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. 37.

2025 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+: 4.0% Director+: 3.3% Assoc Dir: 5.2% Manager+: 4.1% Individual contributor: 3.8%</p> <p>Involuntary turnover rate: VP+: 14.5% Director+: 8.5% Assoc Dir: 7.6% Manager+: 4.4% Individual contributor: 7.1%</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	Alnylam does not currently require Rx-360 audits, but does perform a quality audit annually for all suppliers. Supplier Responsibility: Alnylam CR Report: Governance: p. 79.
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/

2025 GRI INDEX

Alnylam reports here in accordance with the Global Reporting Initiative’s Core option. All data presented is for the year ended December 31, 2025 unless otherwise noted.

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. 94.
	2-3 Reporting period, frequency and contact point	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 94.
	2-4 Restatements of information	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 94.
	2-5 External assurance	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 94.
	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. 79.
	2-10 Nomination and selection of the highest governance body	CR Report	Alnylam CR Report: Governance: p. 79.
	2-11 Chair of the highest governance body	CR Report	Alnylam CR Report: Governance: p. 79.
	2-12 Role of the highest governance body in overseeing the management of impacts	CR Report	Alnylam CR Report: Governance: p. 79.
	2-13 Delegation of responsibility for managing impacts	CR Report	Alnylam CR Report: Governance: p. 79.
	2-14 Role of the highest governance body in sustainability reporting	CR Report	Alnylam CR Report: Governance: p. 79.
	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. 79.
	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. 94.
	2-23 Policy commitments	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 94.
	2-24 Embedding policy commitments	CR Report	About This Report: Alnylam CR Report: Data Summary: p. 94.
	2-25 Processes to remediate negative impacts	CR Report	Alnylam CR Report: Environment & Operation: p.61.
	2-26 Mechanisms for seeking advice and raising concerns	CR Report	Alnylam CR Report: Governance: p. 79.
	2-27 Compliance with laws and regulations	CR Report	Alnylam CR Report: Governance: p. 79.
	2-28 Membership associations	CR Report	Alnylam CR Report: Communities: p. 51.
	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. 40.	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CR Report	Alnylam CR Report: Introduction: p. 9.
	3-2 List of material topics	CR Report	Alnylam CR Report: Introduction: p. 9.
	3-3 Management of material topics	CR Report	Alnylam CR Report: Introduction: p. 9.

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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 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 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. 79.
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.
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.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
	302-3 Energy intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
	302-4 Reduction of energy consumption	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CR Report	Water Management and Conservation: Alnylam CR Report: Environment & Operations: p. 73.
	303-2 Management of water discharge-related impacts	CR Report	Water Management and Conservation: Alnylam CR Report: Environment & Operations: p. 73.
	303-3 Water withdrawal	CR Report	Water Management and Conservation: Alnylam CR Report: Environment & Operations: p. 73.
	303-4 Water discharge	CR Report	Water Management and Conservation: Alnylam CR Report: Environment & Operations: p. 73.
	303-5 Water consumption	CR Report	Water Management and Conservation: Alnylam CR Report: Environment & Operations: p. 73.
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

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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 : Alnylam CR Report: Environment & Operations: p. 70.
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
	305-4 GHG emissions intensity	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
	305-5 Reduction of GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Environment & Operations: p. 70.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CR Report	Controlling Waste: Alnylam CR Report: Environment & Operations: p. 74-75.
	306-2 Management of significant waste-related impacts	CR Report	Controlling Waste: Alnylam CR Report: Environment & Operations: p. 74-75.
	306-3 Waste generated	CR Report	Controlling Waste: Alnylam CR Report: Environment & Operations: p. 74-75.
	306-4 Waste diverted from disposal	CR Report	Controlling Waste: Alnylam CR Report: Environment & Operations: p. 74-75.
	306-5 Waste directed to disposal	CR Report	Controlling Waste: Alnylam CR Report: Environment & Operations: p. 74-75.
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. 89.
	308-2 Negative environmental impacts in the supply chain and actions taken	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 89.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CR Report	Voluntary turnover rate: VP+: 4.0% Director+: 3.3% Assoc Dir: 5.2% Manager+: 4.1% Individual contributor: 3.8% Involuntary turnover rate: VP+: 14.5% Director+: 8.5% Assoc Dir: 7.6% Manager+: 4.4% Individual contributor: 7.1%
	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. 37.
	401-3 Parental leave	CR Report	Supporting Employee Wellbeing: Alnylam CR Report: Employees: p. 37.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	10-K	10-K p. 24.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-2 Hazard identification, risk assessment, and incident investigation	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-3 Occupational health services	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-4 Worker participation, consultation, and communication on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-5 Worker training on occupational health and safety	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-6 Promotion of worker health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	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. 37.
	403-8 Workers covered by an occupational health and safety management system	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-9 Work-related injuries	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
	403-10 Work-related ill health	CR Report	Workplace Safety: Alnylam CR Report: Employees: p. 37.
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. 37.
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report	Employee Professional Development: Alnylam CR Report: Employees: p. 37.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CR Report	Alnylam CR Report: Employees: p. 37.
	405-2 Ratio of basic salary and remuneration of women to men	CR Report	Alnylam CR Report: Employees: p. 37.

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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
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. 13.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	CR Report	Alnylam CR Report: Patients: p. 13.
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. 24.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 24.
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	Alnylam CR Report: Science: p. 24.
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. 79.
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. 79.
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. 79.
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. 79.
GRI 415: Public Policy 2016	415-1 Political contributions	CR Report	Alnylam CR Report: Governance: p. 79.

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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. 13.
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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. 24.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	Alnylam CR Report: Science: p. 24.
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	Alnylam CR Report: Science: p. 24.
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. 79.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, introduced new global sustainability reporting standards in 2023. The ISSB’s IFRS S2 standard focuses on climate-related disclosures and builds on the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to create a consistent, global baseline for climate-related financial reporting.

Alnylam is working to align with the IFRS S2 standard and is committed to strengthening the transparency and consistency of our climate-related disclosures. The information presented in this report also aligns with the CDP Corporate Questionnaire, supporting comparability for investors and other stakeholders. Unless otherwise noted, all data reflects the year ended December 31, 2025.

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

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

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

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

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

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Strategy	CDP_C2.1, C2.2, C3.1, C3.6 IFRS S2-12(a-d), 19, 21, 13(a-c), 14, 15, 16, 17, 18(a-c)	C) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Alnylam is in the process of advancing its climate-related risk and opportunity assessment to include scenario analysis as part of its broader strategy and enterprise risk management integration. This initiative aims to evaluate the resilience of Alnylam’s business model under a range of plausible climate futures, in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and ISSB S2 guidance.</p> <p>In 2025, Alnylam began conducting a scenario analysis pilot designed to assess how transition and physical risks could impact operations, supply chains, and key stakeholder relationships over short-, medium-, and long-term time horizons. The pilot utilizes publicly available reference scenarios—Network for Greening the financial system (NGFS) scenarios, International Energy Agency (IEA), Net Zero Emissions (NZE) Scenario representing a 1.5°C pathway, and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs) -- to evaluate resilience across multiple business dimensions.</p> <p>The company’s scenario analysis process is focused on three primary objectives:</p> <ul style="list-style-type: none"> • Identifying potential vulnerabilities in key operational and research sites due to extreme weather, energy system transitions, or regulatory changes. • Assessing transition risks related to evolving carbon regulations, energy markets, and stakeholder expectations, particularly as the biopharmaceutical sector responds to heightened climate accountability. • Exploring strategic opportunities to strengthen business resilience through renewable energy procurement, sustainable facility design, and efficiency measures that support long-term cost reduction and emissions mitigation. • Initial results of the pilot will inform Alnylam’s enterprise risk management (ERM) program and guide the development of quantitative scenario modeling to be incorporated into financial planning and capital allocation processes in future reporting cycles.
Risk Management	CDP_C2.2, C4.6 IFRS S2-20(a-d), 21, 22(a-c), 23, 25, 26	A) Describe the organization’s processes for identifying and assessing climate-related risks.	Alnylam is advancing its approach to identifying and assessing climate-related risks through a structured, cross-functional process embedded within its Corporate Responsibility (CR) and enterprise risk management (ERM) systems.

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

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

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Risk Management	CDP_C2.2, C4.6 IFRS S2-20(a-d), 21, 22(a-c), 23, 25, 26	<p>B) Describe the organization’s processes for managing climate-related risks.</p> <p>C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>These measures are monitored through internal performance reviews and are reflected in Alnylam’s annual Corporate Responsibility Report and forthcoming TCFD and CSRD disclosures.</p> <p>Climate-related risk management is becoming an integral component of Alnylam’s broader Enterprise Risk Management (ERM) framework. Through collaboration between the Finance, Risk Management, Technical Operations, Environmental Health and Safety (EHS), Facilities, and Legal teams, climate-related issues are being systematically incorporated into the company’s ongoing risk-identification, assessment, and mitigation cycles.</p> <p>The ESG Regulatory Working Group ensures that climate-related risks identified through the IRO assessment and CDP reporting process are communicated to the ERM team for inclusion in Alnylam’s consolidated corporate risk register. This integration enables leadership to evaluate climate-related issues alongside strategic, operational, and compliance risks within a consistent framework.</p> <p>Climate-related insights—such as potential exposure to physical risks (e.g., flooding, heat stress, severe weather) and transition risks (e.g., evolving regulation, energy costs, investor expectations)—are incorporated into business continuity planning, capital investment decisions, and site-selection processes. The resulting coordination supports informed decision-making and enhances organizational resilience.</p> <p>Going forward, Alnylam intends to formalize this integration through a unified ESG-risk escalation and reporting protocol that will align Board oversight, ERM thresholds, and performance tracking across all business units.</p>

ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
Metrics and Targets	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2-27(a-d), 29, 31(a-f), 32(a-c), 33, 34, 35(a-f), 36, 37	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Alnylam tracks a comprehensive set of environmental performance metrics to evaluate progress against its sustainability strategy and to assess exposure to climate-related risks and opportunities. These metrics are designed to support decision-making across operations, supply chain management, and enterprise risk management. Progress and trends are published annually in Alnylam’s Corporate Responsibility Report. For more detailed information, see p. 66-67 in the report.
		B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See GHG emissions disclosure on p. 70 of Alnylam’s Corporate Responsibility Report.
Metrics and Targets	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2-27(a-d), 29, 31(a-f), 32(a-c), 33, 34, 35(a-f), 36, 37	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Alnylam is actively evaluating the establishment of quantitative climate-related targets as part of its maturing climate strategy and forthcoming climate-risk and opportunity (IRO) assessment. While the company has not yet adopted formal emissions-reduction targets, this report includes the introduction of an emissions reduction framework detailing Scope 1 and 2 emissions progress we believe is possible by 2030 as well as our outlook on Scope 3 steps toward reduction. See GHG emissions disclosure on p. 69-70 of Alnylam’s Corporate Responsibility Report for more information.

IFRS S1 DISCLOSURES

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB’s IFRS S1 standards, which focus on sustainability-related disclosures, provides a consistent, global baseline in sustainability-related financial reporting. Alnylam is working to align with ISSB’s IFRS S1 standards to show our progress in this report. All information reflects data for the year ended December 31, 2025, unless otherwise noted. supporting greater transparency and comparability for investors and stakeholders.

TOPIC	DISCLOSURE	2025 RESPONSE
Governance	The processes, controls, and procedures of governance through which a company oversees and manages sustainability-related risks and opportunities.	Corporate Responsibility Governance: p. 83.
Strategy	The company’s strategy for managing sustainability-related risks and opportunities.	Corporate Responsibility at Alnylam: p. 7. Corporate Responsibility Governance: p. 83. Environment and Operations: p. 61.
Risk Management	The process through which a company identifies, assesses, prioritizes and monitors sustainability-related risks and opportunities, as well as evaluates these processes in the context of the company’s overall risk management framework.	Double Materiality: p. 9. Climate-Related Risk Financial and Risk Disclosures, p. 107. Corporate Responsibility Governance: p. 83.
Metrics and Targets	The company’s performance in relation to sustainability-related risks and opportunities, including progress toward targets set by the company or those required by laws and regulations.	Environment and Operations: p. 61. Corporate Responsibility Governance: p. 83.

ESRS REGULATORY READINESS INDEX

The European Financial Reporting Advisory Group (EFRAG) continues to work to implement the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). Alnylam is actively assessing and preparing for alignment with evolving ESRS requirements. As we work toward reporting that is CSRD and ESRS aligned by 2029, we are publishing for the first time in our 2025 CR Report a readiness index showcasing our processes for report alignment to date. All information reflects data for the year ended December 31, 2025, unless otherwise noted, supporting greater transparency and comparability for investors and stakeholders.

Current reporting fully aligns with CSRD requirements.

Current reporting aligns partially with CSRD requirements.

Strategic work has begun that is not yet disclosed in public reporting.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
	ESRS 1	General requirements	Introduction Section of CR Report, supported by disclosures in 2025 Annual Report and Proxy Statement.
	ESRS 2	General disclosures	Introduction Section of CR Report, supported by disclosures in 2025 Annual Report and Proxy Statement
		BP-1: Basis for preparation	About this report: p. 93.
		BP-2: Explanation of key disclosures	About this report: p. 93. GRI Index, p. 98.
		GOV-1: Administrative, Management and Supervisory Bodies	Corporate Responsibility Governance: p. 83.
		GOV-2: Sustainability oversight	Corporate Responsibility Governance: p. 83.
		GOV-3: Sustainability targets and metrics oversight	Environment and Operations: p. 61.
		GOV-4: Due diligence in sustainability	Climate-Related Risk Financial and Risk Disclosures, p. 105.
		GOV-5: Risk management processes	Climate-Related Risk Financial and Risk Disclosures, p. 105.
		SBM-1: Strategy, business model, and value chain	Introduction Section of CR Report, supported by disclosures in 2026 Annual Report and Proxy Statement .
		SBM-2: Interests and views of stakeholders	Double Materiality, p. 9.
		SBM-3: Double materiality assessment	Double Materiality, p. 9.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
		IRO-1: Methodologies to develop impacts, risks and opportunities (IROs).	Not in current reporting.
		IRO-2: Sustainability statement disclosure requirements	ESRS Index, p. 113.
	ESRS E1	Climate change	Environment and Operations: p. 61.
		E1-GOV-3: Climate-related remuneration policies	Environment and Operations: p. 61.
		E1-1: Transition plans for climate change mitigation	Environment and Operations: p. 61.
		E1-SBM and IRO: Identifying climate-related risk IROs	Environment and Operations: p. 61.
		E1-IRO: Impacts, risks and opportunities related to climate change	Environment and Operations: p. 61.
		E1-2: Policies to manage IROs related to climate-change	Environment and Operations: p. 61.
		E1-3: Decarbonization strategies and actions	Environment and Operations: p. 61.
		E1-4: Climate related targets	Environment and Operations: p. 61.
		E1-5: Energy consumption	Environment and Operations: p. 61.
		E1-6: Scope 1, 2, and 3 GHG emissions	Environment and Operations: p. 61.
		E1-7: GHG removals and mitigation projects	Environment and Operations: p. 61.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
		E1-8: Internal carbon pricing	Not in current reporting.
	ESRS E2	Pollution	Not in current reporting
		E2-IRO: Identifying material pollution-related IROs	Not in current reporting
		E2-1: Policies related to pollution	Not in current reporting
		E2-2: Actions related to pollution	Not in current reporting
		E2-3: Targets related to pollution	Not in current reporting
		E2-4: Site-specific disclosures	Not in current reporting
		E2-5: Substances of concern	Not in current reporting
		E2-6: Financial effects of pollution-related IROs	Not in current reporting
	ESRS E3	Water and marine resources	Environment and Operations: p. 61.
		E3-IRO: Identifying material pollution-related IROs	Environment and Operations: p. 61.
		E3-1: Policies related to water and marine resources	Environment and Operations: p. 61.
		E3-2: Actions related to water and marine resources	Environment and Operations: p. 61.
		E3-3: Targets related to water and marine resources	Environment and Operations: p. 61.
		E3-4: Water consumption, reuse and recycling	Environment and Operations: p. 61.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
		E2-5: Financial effects of water-related IROs	Environment and Operations: p. 61.
	ESRS E4	Biodiversity and ecosystems	Immaterial to Alnylam
	ESRS E5	Resource use and circular economy	Environment & Operations: p. 61.
		E5-IRO: Identifying material resource and circular economy-related IROs	Environment and Operations: p. 61.
		E5-1: Policies related to resources and circular economy	Environment and Operations: p. 61.
		E5-2: Actions related to resources and circular economy	Environment and Operations: p. 61.
		E5-3: Targets related to resources and circular economy	Environment and Operations: p. 61.
		E5-4: Resource inflows	Environment and Operations: p. 61.
		E5-5: Resource outflows	Environment and Operations: p. 61.
		E5-6: Financial effects of resource use and circular economy-related IROs	Not in current reporting.
	ESRS S1	Own workforce	Employees: p. 37.
		S1-SBM-2: Interests and views of stakeholders	Employees: p. 37.
		S1-SBM-3: Identifying material workforce-related IROs	Not in current reporting.
		S1-1: Policies related to workforce	Employees: p. 37.

ESRS REGULATORY READINESS INDEX

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
●		S1-2: Actions related to workforce	Employees: p. 37.
●		S1-3: Processes for remediating concerns related to workforce	Employees: p. 37.
●		S1-4: Action plans related to workforce-related IROs	Employees: p. 37.
●		S1-5: Targets for workforce-related IROs	Employees: p. 37.
●		S1-6: Employee metrics disclosures	Employees: p. 37.
●		S1-7: Disclosure metrics related to non-employees	Employees: p. 37.
●		S1-8: Collective bargaining disclosures	Employees: p. 37.
●		S1-9: Diversity metrics disclosures	Employees: p. 37.
●		S1-10: Employee wage policies and disclosures	Employees: p. 37.
●		S1-11: Employee social protection programs	Employees: p. 37.
●		S1-12: Disabilities in workforce metrics	Employees: p. 37.
●		S1-13: Employee training and development	Employees: p. 37.
●		S1-14: Work related health and safety	Employees: p. 37.
●		S1-15: Family-related leave	Employees: p. 37.
●		S1-16: Gender pay gap and remuneration	Employees: p. 37.
●		S1-17: Incidents of discrimination	Employees: p. 37.
●	ESRS S2	Workers in the value chain	Employees: p. 37.
●		S2-SBM-2: Interests and views of stakeholders	Employees: p. 37.
●		S2-SBM-3: Identifying material workforce-related IROs	Not in public reporting.
●		S2-1: Policies related to workers in the value chain	Employees: p. 37.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
●		S2-2: Actions related to workers in the value chain	Employees: p. 37.
●		S2-3: Processes for engaging workers in the value chain	Employees: p. 37.
●		S2-4: Action plans related to value chain workers-related IROs	Not in public reporting.
●		S2-5: Targets for workers in the value chain-related IROs	Not in public reporting.
●	ESRS S3	Affected communities	Employees: p. 37.
●		S3-SBM-2: Interests and views of stakeholders	Employees: p. 37.
●		S3-SBM-3: Identifying material community-related IROs	Not in public reporting.
●		S3-1: Policies related to communities	Employees: p. 37.
●		S3-2: Actions related to communities	Employees: p. 37.
●		S3-3: Processes for remediate negative impacts in communities	Employees: p. 37.
●		S3-4: Action plans related to community-related IROs	Not in public reporting.
●		S3-5: Targets for community-related IROs	Not in public reporting.
●	ESRS S4	Consumers and end-users	Patients: p. 13.
●		S4-SBM-2: Interests and views of stakeholders	Patients: p. 13.
●		S4-SBM-3: Identifying material user-related IROs	Not in public reporting.
●		S4-1: Policies related to consumers and end-users	Patients: p. 13.
●		S4-2: Actions related to consumers and end-users	Patients: p. 13.

STATUS	TOPIC	DISCLOSURE	2025 RESPONSE
●		S4-3: Processes for remediate negative impacts for consumers and end-users	Patients: p. 13.
●		S4-4: Action plans related to community-related IROs	Not in public reporting.
●		S4-5: Targets for user-related IROs	Not in public reporting.
●	ESRS G1	Business conduct	Governance and integrity: p. 79.
●		G1-GOV-1: The role of management and supervisory bodies	Governance and integrity: p. 79.
●		G1-SBM-3 and IRO-1: Identifying material governance-related IROs	Not in public reporting.
●		G1-1: Business conduct and corporate culture	Governance and integrity: p. 42.
●		G1-2: Supplier relationship management	Governance and integrity: p. 42.
●		G1-3: Anti-corruption and bribery policies	Governance and integrity: p. 42.
●		G1-4: Incident reporting relate to corruption and bribery	Governance and integrity: p. 42.
●		G1-5: Political contributions and associations	Governance and integrity: p. 42.
●		G1-6: Payment practices	Governance and integrity: p. 42.