



# Corporate Responsibility Report 2025



# Table of Contents

## INTRODUCTION

- 3 CEO Message
- 5 About Alnylam
- 7 Corporate Responsibility at Alnylam
- 12 2025 CR Highlights

## PATIENTS

- 16 Patient Access Philosophy
- 18 Equitable Access and Affordability
- 20 Patient Support Programs

## SCIENCE

- 27 Sustainable Innovation Engine
- 28 Innovative Medicines Pipeline
- 33 Responsible Clinical Trial Practices

## EMPLOYEES

- 40 Alnylam's People and Culture Strategy
- 41 Diversity, Equity, and Inclusion
- 45 Talent Attraction and Retention
- 47 Health, Safety, and Wellbeing

## COMMUNITIES

- 54 Alnylam Challengers
- 55 Investing in Tomorrow's Leaders
- 57 Employee Engagement in Communities

## ENVIRONMENT & OPERATIONS

- 64 Operations and Manufacturing
- 68 Our Environmental Impact  
(Emissions, Water, and Waste)

## GOVERNANCE & INTEGRITY

- 82 Corporate Governance
- 83 Corporate Responsibility Governance
- 85 Ethics and Compliance
- 88 Data Security, Privacy, and Cyber Security
- 89 Supplier Responsibility

## DATA APPENDIX

- 94 About This Report
- 95 SASB Index
- 98 GRI Index
- 107 Climate-Related Financial Disclosures
- 115 ESRS Readiness Index



**Yvonne Greenstreet, MD, MBA, OBE**  
Chief Executive Officer

# CEO Message

## A Transformational Year at Alnylam

**2025 was a defining year for Alnylam. The launch of AMVUTTRA® (vutrisiran) for patients with ATTR cardiomyopathy marked a scientific, commercial, and organizational breakthrough.**

This milestone has fundamentally changed our trajectory as a company. AMVUTTRA® has the potential to become the new standard of care in a large and growing market and reinforces the promise of RNAi to address serious, life-threatening disease globally.

In 2025, we also declared victory on our P5x25 goals, our five-year business strategy to achieve product expansion and financial sustainability. We subsequently launched our Alnylam

2030 strategy focused on leadership in ATTR amyloidosis, growth through innovation, and disciplined execution to deliver long-term value.

These achievements and future ambitions bring increased expectations and responsibility as we continue to grow. Our 2025 Corporate Responsibility Report reflects this inflection point in Alnylam’s evolution. Guided by our corporate values and recent double materiality assessment, we are strengthening systems, governance, and practices across our pillar areas: Patients, Science, Employees, Community, Environment & Operations, and Governance & Integrity.

### **Scaling Science with Discipline and Integrity**

As our pipeline expands across cardiovascular, neurologic, metabolic, and hematologic

diseases, we are fortifying the foundations that enable innovation. In 2025, we advanced multiple late-stage programs and initiated new Phase 3 studies, including large, global clinical trials designed to evaluate outcomes in broader patient populations. These studies reflect a significant increase in scale and complexity, requiring expanded operational capabilities, global coordination, and continued focus on rigorous and responsible execution as we bring RNAi medicines to more patients worldwide.

### **Expanding Patient Access and Support**

With an expanding and more diverse patient population, we are continuing to build the systems and teams that support access to our medicines. Since before our first commercial launch, we have focused on ensuring that patients who can benefit from our therapies

are able to access them, with a Patient Access Philosophy focused on enabling treatment initiation, access and reimbursement, and continuity of care.

In 2025, we made significant investments in our Access and Reimbursement teams and strengthened our patient support infrastructure, including increasing the number of nurse educators, to help patients and families navigate their care with greater clarity and support.

### Strengthening Our People and Communities

We seek to build and maintain a strong corporate culture rooted in our Core Values and united by a relentless commitment to patients. We foster an inclusive, high-performing environment where diverse perspectives improve our science and accelerate our impact. In 2025, our Employee Resource Networks (ERNs) continued to play a meaningful role in strengthening culture and connection across the organization, fostering dialogue, elevating employee perspectives, and

reinforcing connections between employees and leadership during a period of significant organizational change.

We continued to invest in our communities, including an expansion of our signature social impact program, Alnylam Challengers, through a new initiative supporting frontline Care Navigators serving under-resourced populations in Boston. Throughout the year, employees also contributed their time and skills through our annual Community Service Week, employee-led volunteer initiatives, and humanitarian relief efforts worldwide.

### Integrating Environment and Operations

Based on the findings from our 2025 double materiality assessment, we have evolved our former Planet pillar to Environment and Operations, reflecting a more integrated focus on how environmental considerations are embedded across our day-to-day operations. This includes how we manage energy, emissions, data, compliance, and operational systems.

As our global footprint continues to evolve, we are strengthening the systems and processes that support responsible environmental performance, including how we measure and manage our environmental impact. In 2025, we enhanced our ability to measure and report on emissions, water, and waste across our operations, ensuring alignment with evolving regulatory expectations, and began a formal Climate Risk Assessment to better understand and integrate potential climate-related impacts into business planning.

In this report, we also discuss our Scope 1 and Scope 2 emission reduction framework through 2030, supported by an independent third-party assessment of Alnylam's greenhouse gas inventory and reduction plan.

At the same time, we are advancing more sustainable manufacturing practices, including the expansion of our Norton facility and continued investment in next-generation technologies such as our proprietary siRELIS™

RNAi platform, designed to produce RNAi therapeutics more efficiently using fewer materials and plant resources, and greatly expand capacity – making large-scale, sustainable production possible.

### Looking Ahead

We are now among the leading biotechnology companies in the world. As we look to the future, our ambition is clear: to deliver life-changing medicines to millions of patients while operating with integrity, discipline, and accountability. Our Corporate Responsibility work is essential to achieving this ambition.



Sincerely,

**Yvonne Greenstreet, MD, MBA, OBE**  
Chief Executive Officer

# About Alnylam

## BY THE NUMBERS

**2.99**

billion in combined  
net product revenue

**2,500+**

employees  
worldwide

**2X**

TTR franchise revenue  
vs. 2024

**3**

Phase 3 studies  
initiated in 2025

**70+**

countries with commercial presence  
(direct or through distributor)

**25+**

programs in clinical development  
by end of 2025

## OUR SCIENCE

### Pioneering RNA interference (RNAi) Therapeutics

Since our founding in 2002, Alnylam has pioneered RNAi therapeutics through sustained research and development efforts that have yielded the critical breakthroughs that make these medicines possible. Our medicines use RNA interference to "silence" gene expression for specific proteins that have been found to cause or contribute to diseases. The goal is to address disease at its source rather than managing symptoms. To learn more about our innovative science, click [here](#).

### KEY FEATURES OF OUR RNA INTERFERENCE THERAPEUTICS:

Ability to target potentially any gene in the genome, including targets that are "undruggable" by small molecules and antibodies

Highly potent and durable effect, with the potential for dosing as infrequently as biannually or annually

Administration through multiple routes—intravenous (IV), subcutaneous, and intrathecal delivery

Demonstrated clinical benefit with a lower dose and dose frequency, and an encouraging overall safety profile compared to other approaches to gene silencing

Modular, reproducible, and consistent performance across organs and diseases



# Alnylam 2030

## Accelerating Innovation. Scaling Impact.

In 2025, we achieved our Alnylam P<sup>5</sup>x25 goals, which have guided our strategy over the past five years. We met or exceeded each of these goals, delivering six approved medicines to approximately 500,000 patients; returning a 5-year compound annual revenue growth rate of approximately 50%; dramatically expanding our pipeline; and achieving profitability.

Building on our legacy of setting and delivering on bold five-year ambitions, we have launched our Alnylam 2030 strategy—reflecting the scale of our ambition for the future.



### Achieve Global TTR Leadership

#### BUILD A DURABLE TTR FRANCHISE

- Lead TTR market in revenue by 2030 and cumulatively across 5-year period
- Launch best-in-class, next-gen silencer, nuscsiran, in PN by 2028 and CM by 2030.



### Grow Through Sustainable Innovation

#### DELIVER THERAPIES THAT PREVENT, HALT, OR REVERSE DISEASE

- Deliver 2+ new transformative medicines beyond TTR with blockbuster potential
- Expand to 10 tissue types and > 40 clinical programs
- Invest ~30% of revenues in non-GAAP R&D, including select external innovation



### Scale with Discipline & Agility

#### DRIVE SUSTAINED, PROFITABLE GROWTH

- Achieve 25%+ total revenue CAGR through YE 2030
- Deliver ~30% non-GAAP operating margin



# Corporate Responsibility at Alnylam

**We are driven by a culture that challenges what is possible.**

From pioneering the science of RNA interference to delivering approved therapies to patients around the world, we have grown into a global biopharmaceutical company with increasing reach and increasing responsibility. As our science, commercial footprint, and impact expands, so does our commitment to acting with integrity, discipline, and purpose.

Our approach to Corporate Responsibility (CR) is guided by Alnylam’s long-time focus on embracing a “Challenge Accepted” mindset.

We take courageous, thoughtful action to improve human health for patients, employees, communities, and society. Corporate Responsibility is embedded in how we operate, how we make decisions, and how we prepare for the future.

Alnylam’s CR strategy is organized around six closely connected pillars: Patients, Science, Employees, Communities, Environment and Operations, and Governance and Integrity. These pillars reflect the areas where we have the greatest impact and accountability globally. Together, these pillars guide and shape the work of our global teams as we continue to grow and use our business as force for good.

# Anylam's Corporate Responsibility Operating Model

## BELIEFS

We are grounded in four key beliefs that form the basis of our CR work globally:

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.



# Double Materiality

## Building a Stronger Foundation for Responsible Growth

**In 2021, Alnylam conducted its first global materiality study which identified the topics most relevant to our business and our stakeholders.**

These topics have guided our CR reporting to date and our pillar strategy. While we continue to assess the scope and timing of Corporate Sustainability Reporting Directive (CSRD) applicability, we conducted a double materiality assessment to prepare for evolving regulatory expectations and to help ensure our CR priorities and reporting approach reflect both business impacts and stakeholder perspectives.

### The Dual Lens of Double Materiality

This assessment considers two complementary perspectives:

- **Impact materiality** examines how a company’s activities affect people and the environment, positively or negatively.

- **Financial materiality** examines how sustainability-related topics may create risks or opportunities that affect financial performance over time.

### Our Materiality Process

Our 2025 process began with a desktop review of our existing material topics using peer benchmarking and regulatory requirements. This process confirmed that our previous materiality topics remain relevant while identifying where updates are needed to reflect Alnylam’s growth, expanded commercial footprint, and global reach.

To gather meaningful insights, we engaged a wide range of internal and external stakeholders through several methods. We interviewed internal leaders across our pillar focus areas and business leadership functions including R&D, commercial, manufacturing, legal, compliance, and human resources, among others.

We also completed external stakeholder engagement interviews with patient advocacy leaders, investors, and industry experts. In addition, we surveyed a wide breadth of stakeholders including employees, suppliers, industry experts, and investors. These perspectives helped us understand which topics matter most to patients, employees, partners, and other stakeholders—and where Alnylam can have the greatest impact.

### Assessing Impacts, Risks, and Opportunities

We simultaneously assessed financial materiality using an Impacts, Risks, and Opportunities (IROs) framework aligned with CSRD and European Sustainability Reporting Standards (ESRS) guidance. For each topic, we evaluated the severity and likelihood of Alnylam’s impacts on people and the environment, potential risks and opportunities for the business, and the timeframes over which these IROs may occur.

This approach allowed us to identify which topics are material from an impact perspective, a financial perspective, or both.

This report introduces Alnylam’s updated materiality topics list, changes to our pillar structure, and improved systems for reporting and management across our CR ecosystem. These updates strengthen our CR and sustainability work across our global footprint and help position us to align with CSRD and ESRS expectations as they continue to develop. We know that double materiality is an ever-evolving process, and we plan to review and refine our material topics regularly.

# Material Topics at Alnylam



## Patients

- Access and affordability
- Engaging patient communities
- Patient education



## Science

- Clinical trial practices
- Innovative medicines pipeline
- Sustainable innovation engine



## Employees

- Diversity, equity, and inclusion
- Employee wellbeing
- Talent attraction and retention
- Workplace culture
- Workplace safety



## Communities

- Community impact
- Employee volunteerism and giving
- Philanthropic investment



## Environment & Operations

- Climate change
- Operations and manufacturing
- Product stewardship, quality, and safety
- Waste management
- Water stewardship



## Governance & Integrity

- Corporate governance
- CR governance
- Data security and privacy
- Supplier responsibility



# Contributing to the UN SDGs

As a global biopharmaceutical company, Alnylam’s work closely aligns with many of the United Nations Sustainable Development Goals (UN SDGs). As our innovations advance and our commercial reach expands, we recognize our growing role and responsibility in contributing to shared global priorities, particularly those related to health, innovation, equity, and sustainability.

This chart outlines the six SDGs that are most connected and aligned with our business.



SDG	OUR WORK	2025 HIGHLIGHTS
<p><b>3</b> GOOD HEALTH AND WELL BEING</p>	Our therapeutics can positively impact patients globally through advanced scientific discovery and deployment.	Our platform of therapeutics expands every year, bringing innovative medicines to patients around the world to improve health and silence disease. In 2025, we achieved landmark approval of AMVUTTRA® for ATTR-CM, initiated three Phase 3 studies, and expanded our clinical pipeline with four proprietary CTAs, among other achievements.
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	We ensure our team members around the world can advance their careers and skill sets and build economic stability for themselves and their families.	We advanced development of enhanced manager training programs and continued to monitor and support pay equity across our workforce, maintaining a 1% gender pay gap among U.S.-based employees.
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	We are introducing new therapies to the global market; our manufacturing and distribution products emphasize a strong pipeline for innovative growth.	Our therapeutics advance a new class of medicines and bring innovative new products to patients globally. The FDA approval of AMVUTTRA® for ATTR-CM in 2025 further advances our contribution to global health by expanding access to innovative RNAi therapies for patients with serious, life-threatening diseases.
<p><b>10</b> REDUCED INEQUALITIES</p>	We work to ensure access to our medicines is global, bringing RNAi therapeutics to patients around the world to improve the health of humanity.	Patients could access our therapeutics in 70+ countries around the world in 2025.
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	We work to ensure our operations consider the environment we are a part of, reducing our energy, water, and materials used across our supply chain.	Our double materiality study helped to reframe our Environment & Operations Pillar to include more operational processes in its topics. We are committed to ensuring our processes remain responsible and sustainable.
<p><b>13</b> CLIMATE ACTION</p>	We are taking steps to diminish our footprint and set global goals for climate impact around the world.	We have aligned our Scope 1, 2, and 3 GHG emissions reporting with global impacts, risks, and opportunities to consider the risk impact of climate change across our value chain.

# Corporate Responsibility Recognitions



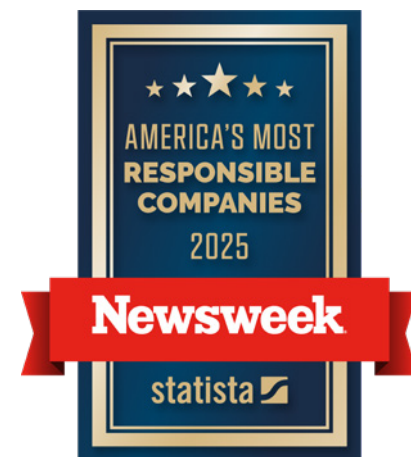
4th year in a row



11th year in a row



7th year in a row



4th year in a row



Recognition is meaningful not because of the awards themselves, but because of what they represent. When Alnylam is acknowledged for how we operate, it reinforces trust in our science, our decisions, and our long-term commitment to doing the right thing. That confidence matters—to patients, partners, investors, and employees alike—and it motivates us to continue raising the bar as we grow.”

**Arun Skaria**  
Head of DEI and Corporate Responsibility



# Patients

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



Grace, Patient (UK)



Kim, Patient (USA)

# Patients

**At Anylam, patients are at the center of everything we do.**

This extends from how we discover and develop RNAi medicines to how we support people and families navigating complex and often life-altering diseases. As we enter our next phase of growth, we continue to focus on translating scientific innovation into meaningful impact for patients.

With the U.S. Food and Drug Administration's approval of AMVUTTRA® (vutrisiran) for the treatment of cardiomyopathy of wild-type or hereditary transthyretin-mediated amyloidosis (ATTR-CM), we expanded our ability to reach more patients and reinforced the potential of RNAi therapeutics to improve outcomes, including reducing disease burden for people living with serious, progressive conditions.

In parallel, we continued to scale our patient-facing teams to meet the needs of a growing patient population. Since our first commercial launch in 2018, we have built a comprehensive, in-house Patient Services offering to support patients and healthcare providers throughout the treatment journey. This team is dedicated to treatment initiation, access and reimbursement, and ongoing therapy.

This model, primarily staffed by Anylam employees, enables continuity, accountability, and deep familiarity with the patient journey, and reflects the significant investments we have made to strengthen our ability to support patients as the population we serve has grown. We also enhanced education and engagement efforts and deepened partnerships with patient advocacy organizations to address barriers to diagnosis, access, and treatment.

## RELATED MATERIAL TOPICS



Access & Affordability



Engaging Patient Communities



Patient Education

# 2025 Key Priorities and Progress

**Engage patient communities and involve them in the development of all clinical programs.**

**PROGRESS:** Expanded structured engagement with patient advocacy organizations and launched a multidisciplinary Patient Leadership Council to incorporate community perspectives into clinical program design. Insights from these efforts informed trial accessibility, inclusion criteria, and patient education across multiple therapeutic areas.

**Implement a new manufacturing technology that enables scale, time and resource savings, and broadens access to oligonucleotide-based medicines like RNAi therapeutics.**

**PROGRESS:** Advanced our siRELIS™ manufacturing technology and initiated expansion of our Norton facility to increase production capacity, reduce manufacturing complexity, and support scalable, high-quality production of RNAi therapeutics for broader patient populations. (See page 77 of this report for details).

**Launch Humanitarian Access Program in collaboration with NGO partner.**

**PROGRESS:** Initiated a pilot Humanitarian Access Program in select markets.



## LOOKING AHEAD TO 2026

Expand global clinical trial reach and scale. Continue increasing enrollment across additional countries and populations, including execution of large-scale cardiovascular outcome trials that have the potential to significantly broaden patient representation.

Accelerate indication expansion and speed to reimbursement. Build on established relationships with health authorities to secure timely coverage decisions in new markets.

Sustain and deepen access for ultra-rare disease communities. Maintain strong coverage and affordability pathways while expanding reach to additional eligible patients.

Advance inclusion of underrepresented subpopulations in clinical trials. Strengthen engagement and data generation in specific communities, including regionally distinct patient populations, to ensure equitable research and access.

# Patient Access Philosophy

Since 2017, before our first medicine was even approved, Alnylam has been guided by our [Patient Access Philosophy](#). From the outset, we recognized that scientific innovation alone is not enough. We must help enable patients who can benefit from our medicines to access them. This responsibility continues to shape how we design, deliver, and evaluate our therapies.

Our philosophy begins with the belief that creating lasting value for patients and delivering meaningful impact go hand in hand. We strive to push the boundaries of discovery, clinical development, and delivery in ways that create lasting benefit for patients. This includes developing access pathways that are durable and responsive to local healthcare systems. We aim to make decisions that consider not only scientific potential, but the real-world circumstances of the people we seek to serve.

We also recognize that access is rarely achieved alone. Improving outcomes requires

collaboration across the healthcare ecosystem, including payers, providers, patient advocacy organizations, policymakers, and other stakeholders. Access and affordability are complex, and we aim to address barriers beginning at the earliest stages of development. Within our control, we work to simplify processes, support care in appropriate settings, and develop value-based approaches that reflect the impact of our therapies.

Finally, we seek to design compliant, patient-centered solutions that help individuals navigate treatment with confidence. We advocate for policies and evidence that support timely access to approved therapies, and we review and report annually on our progress in delivering meaningful patient impact. Our Patient Access Philosophy continues to evolve in practice while remaining anchored in the same principles that guided us from the start.

## 2025 PATIENT ACCESS HIGHLIGHTS

### BUILDING SUSTAINABLE VALUE AND GLOBAL IMPACT

More than 70 countries where patients can access our therapies by way of direct or distributor infrastructure

**\$0**

in out-of-pocket costs for a majority of patients

**~90%**

of patients have first-line access to AMVUTTRA®

**>95%**

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

**960+**

patients who have received Alnylam therapeutics under compassionate use

**~90%**

of patients can receive AMVUTTRA® treatment within ~10 miles of where they live

**93%**

of EU countries have access to at least one of our therapies

## PATIENT ACCESS HIGHLIGHTS

### CREATING CONNECTIONS FOR PATIENT OUTCOMES

**31**

patient voice inclusion  
interviews in ten countries

**4000+**

U.S. patients enrolled  
in Alnylam Assist®

**134,000+**

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

**208**

patient advocacy events  
supported worldwide

**6,300+**

personalized patient touchpoints by  
Patient Education Liaison (PEL) team

**15**

U.S. outcome initiatives for patients  
with hATTR-PN and ATTR-CM  
implemented with large health systems

**98**

patient advocacy groups  
supported worldwide

**5,200+**

patients participating in clinical trials  
for our therapies



Paul, Patient (UK)

# Equitable Access and Affordability

For Alnylam, access and affordability are closely linked. Discovering and developing innovative RNAi therapeutics is only meaningful if patients can obtain them without undue financial, administrative, or geographic barriers. We work across healthcare systems to establish coverage pathways and care delivery models that support broad patient availability while sustaining continued innovation.

## Our Approach to Pricing

When establishing pricing for our therapies, we consider the clinical impact of our medicines for patients, the strength of the evidence supporting their use, and the need to sustain ongoing research and manufacturing investment. In the U.S., a central component of this approach is the use of value-based agreements (VBAs), which link reimbursement to real-world patient outcomes. These agreements align payment with performance, help address uncertainty in rare diseases, and support payer confidence in coverage decisions.

Globally, we engage with national and regional authorities to determine reimbursement approaches that reflect local health system environments while prioritizing timely patient access.

## U.S. Approach

In the U.S., we proactively collaborate with payers, providers, and patient organizations to reduce barriers to therapy. Today, more than 95% of U.S. residents have confirmed coverage for our therapies across commercial and government payer categories, and most patients prescribed an Alnylam therapy pay \$0 out of pocket. For eligible patients, including those who are uninsured, the Alnylam Assist® Patient Access Program provides access to treatment at no cost.

Access extends beyond insurance coverage. We are working to enable patients to begin treatment without unnecessary delays or travel burden once a therapy is prescribed.

For example, approximately 90% of the patients on our ATTR-CM therapies can receive treatment within ~10 miles of where they live.

In 2025, we further strengthened our patient access infrastructure through targeted investment. We nearly doubled the size of our Access and Reimbursement teams to expand support for areas such as benefit investigations and prior authorization education. We also introduced the U.S.-based Quick Start Program to help eligible patients begin therapy if coverage is denied or significantly delayed. These efforts are designed to reduce the amount of time it takes for a patient to receive treatment and support continuity of care once therapy is prescribed.

## Global Approach

Outside the U.S., we expand access by engaging with national and regional health authorities and reimbursement agencies to demonstrate the clinical value of our therapies and to

establish appropriate coverage pathways. Patients can now access our therapies in approximately 70 countries through direct operations or distributor partnerships.

In 2025, we built on established relationships with reimbursement agencies, enabling timely launches in multiple markets. In certain regions, reimbursement for newer therapies was achieved ahead of anticipated timelines, reflecting growing familiarity with RNAi therapeutics and the strength of our clinical evidence.

In parallel, we have initiated a pilot Humanitarian Access Program in select countries to explore responsible mechanisms for access in limited circumstances when traditional pathways are not available.

### Compassionate Use

Consistent with our mission to bring innovative medicines to patients as quickly as possible, our primary focus is conducting the clinical trials necessary to obtain regulatory approvals and enable broad access. At the same time, we recognize that some seriously ill patients may not qualify for ongoing trials and may have no alternative treatment options.

In these circumstances, Alnylam may consider providing access to an investigational therapy outside of a clinical trial at the request of a treating physician, when defined medical and regulatory criteria are met. Each request is evaluated carefully, considering the patient's clinical status, the available safety and efficacy data, and the integrity of ongoing development programs.

### Humanitarian Access

In 2025, we initiated a small pilot Humanitarian Access Program in select low-income countries to explore responsible pathways for access in some situations where seriously ill patients cannot access approved therapies. To support fair and consistent decision-making, we established a Medical Expert Committee composed of experienced physician volunteers who provide independent medical and ethical reviews of anonymized patient requests. This structure is designed to support thoughtful evaluation while protecting patient privacy.

We are also exploring partnerships with Non-Governmental Organizations (NGOs) that specialize in managing charitable access and donation programs in underserved regions. These organizations bring established

infrastructure and local expertise, including relationships with Ministries of Health, patient advocacy groups, healthcare providers, and other key stakeholders. Such collaboration may help ensure humanitarian access is implemented responsibly, in alignment with local regulatory requirements, and in a manner that supports equitable distribution and appropriate patient oversight. As the program evolves, we will continue evaluating how partnerships can best support equitable access and responsible implementation.

## HEALTH LITERACY MONTH

### Supporting Informed Health Decisions

**During Health Literacy Month, we highlighted the importance of helping people more easily access, understand, and use health information, and reaffirm our commitment to advancing health equity.**

Throughout 2025, Alnylam teams considered how communication choices affected patients and families navigating complex health decisions. This included creating materials shaped by patient feedback, such as plain-language summaries of our clinical trials, and providing trial information in 35 languages through our globally accessible website. By prioritizing inclusive communication and resources, we aim to reduce barriers to understanding, support informed decision-making, and expand access to research for diverse patient communities.



# Patient Support Programs

## Services for Patients on Our Therapeutics

Enabling patients to begin and remain on therapy requires dedicated infrastructure and sustained investment. Beginning with our first commercial launch in 2018, Alnylam Assist® has provided comprehensive, in-house support to patients and healthcare providers navigating treatment initiation, coverage, and ongoing therapy. Alnylam Assist®, primarily staffed by Alnylam employees, allows for continuity, accountability, and deep familiarity with the patient journey.

In 2025, we strengthened this model through targeted investments in people, programming, and digital tools. Our internal Access and Reimbursement team nearly doubled, expanding direct support for benefit investigations, prior authorization education, coding and reimbursement guidance, and payer engagement. We also enhanced the Alnylam Assist® website to improve navigation and access to coverage information, financial assistance resources, and individualized support.

To help address access delays, we introduced the U.S.-based Alnylam Assist® Quick Start Program, which may provide an eligible patient with a complimentary initial dose if coverage is denied or significantly delayed. We continue to offer financial assistance options to eligible patients which enable low- or no-cost access to our medications, including copay support, bridge program, and a Patient Assistance Program.

We have also invested in market research and benchmarking to evaluate program performance and identify opportunities to further reduce time to treatment. These insights guide ongoing refinement of our support services and reinforce our commitment to helping patients access therapy as efficiently as possible.

## Patient Advocacy

Meaningful patient impact begins with listening. Alnylam collaborates with patient advocacy organizations around the world to raise disease awareness and better understand the priorities, challenges, and lived experiences of the communities we serve. Throughout 2025,

we deepened this engagement by formalizing new structures for dialogue and expanding our reach across both established and emerging therapeutic areas.

A key milestone was the launch of our Patient Leadership Council (PLC), a multidisciplinary network of advocacy leaders representing disease-specific groups, caregiver organizations, policy and access advocates, and broader cardiovascular and community-based stakeholders. These councils are designed as collaborative forums that surface shared challenges, identify gaps in education and resources, and strengthen coordination across organizations that may not have previously worked together. Through virtual and in-person meetings, participants exchange insights and develop initiatives that reflect the evolving needs of patient communities.

Feedback gathered through these engagements informs decisions across our research, clinical, and access strategies. Conversations with advocacy leaders help shape how we design clinical trials, refine eligibility criteria, and

ensure study populations better reflect the patients who may ultimately benefit. These insights also guide how we communicate scientific progress, manage expectations in areas of significant unmet need, and support organizations in building their own capabilities to reach patients through channels that resonate locally and culturally.

As our pipeline expands into new disease areas, so too does our advocacy ecosystem. We are engaging cardiovascular-related, payer, caregiver, and community-based organizations in addition to traditional disease-focused groups, recognizing that access, education, and representation extend beyond a single diagnosis.

In 2025, we supported 98 patient advocacy organizations globally and participated in 208 events and collaborative initiatives worldwide. Through sustained engagement and shared learning, we aim to ensure that patient perspectives meaningfully inform the development, delivery, and long-term impact of our medicines.

## FOSTERING CONNECTION ON WORLD AMYLOIDOSIS DAY

In October, Alnylam employees around the world recognized World Amyloidosis Day, an annual event dedicated to increasing understanding of amyloidosis, a rare and often misdiagnosed disease that can lead to progressive organ damage if left untreated.

The day helps shine a light on the challenges patients face, including delays in diagnosis and limited awareness of ATTR amyloidosis. The official theme, “Be the Link,” reflects how patients, caregivers, healthcare professionals, and industry partners are connected in a shared commitment to improve understanding of amyloidosis and help transform the future of care for people living with this condition.



## MAKING THE INVISIBLE VISIBLE THROUGH PATIENT STORYTELLING

Alnylam continues to explore innovative, patient-centered approaches to engagement and education, particularly for rare conditions that are often misunderstood or difficult to diagnose.

In 2025, we launched a creative storytelling campaign designed to raise awareness and deepen understanding of acute hepatic porphyria (AHP), centered on the journey of Hannah, an Alnylam Patient Ambassador who translated her lived experience with AHP into an original dance.

Each choreographed movement in Hannah’s dance reflected a pivotal moment in her journey, including the onset of symptoms, the challenges of diagnosis, initiating treatment, and living with a chronic condition. The initiative paired Hannah’s artistic expression with educational content to support greater awareness and understanding of AHP.

This collaboration underscored the value of storytelling as a complement to traditional education - helping make invisible conditions more visible, fostering empathy, and encouraging connection among patients, caregivers, and healthcare providers.



While my pain is real, so is my strength to overcome it through hope and perseverance.”

**Hannah**  
Alnylam Patient Ambassador



### Patient Engagement and Education

Alnylam’s patient support model includes dedicated education and access specialists who work together to help patients navigate treatment with an Alnylam therapeutic. Patient Education Liaisons (PELs), all of whom have nursing backgrounds, focus on disease and treatment education. In 2025, we increased the number of nurse educators by approximately 20% and expanded their presence at community and advocacy events to broaden educational outreach.

Alnylam Case Managers complement this role by focusing on coverage, reimbursement, and continuity of care. In 2025, we doubled the size of the Case Manager team to help support the launch of AMVUTTRA® in ATTR-CM, reduce administrative barriers, and maintain efficient access to therapy. Read more about patient support in the Case Study on pg. 23.

### Disease Education and Support for Diagnosis

Alnylam develops patient-friendly educational materials to support understanding of the diseases we address, and the therapies used

to treat them. These resources are available online in multiple countries and languages and are designed to help individuals, families, and caregivers better understand symptoms, diagnosis, and treatment pathways.

Our educational websites include ATTR Revealed (U.S. and select international markets) and The Bridge (U.S. and EU) for hereditary ATTR (hATTR) amyloidosis; Pinpoint AHP (U.S.) and Living with Porphyria (EU) for Acute Hepatic Porphyria (AHP); and Take on PH1 and Living with PH1 (EU) for Primary Hyperoxaluria Type 1 (PH1). As our global footprint expands, ATTR Revealed is being introduced in additional markets, with plans to evolve our platform approach over time. These resources provide accessible disease information and support tailored to the needs of patients and care partners across regions.

Timely diagnosis remains one of the most significant challenges in rare diseases. To help reduce barriers to genetic testing and counseling, Alnylam sponsors diagnostic support programs in multiple regions.

## GLOBAL DIAGNOSTICS

### Genetic Testing for Rare Diseases

**Alnylam sponsors genetic testing and counseling programs designed to reduce barriers to diagnosis and support informed health decisions for individuals and families affected by rare diseases.**

In North America, the physician-ordered, no-charge Alnylam Act® program provides eligible individuals access to testing and counseling related to hereditary ATTR (hATTR) amyloidosis, acute hepatic porphyria (AHP), and primary

hyperoxaluria type 1 (PH1). In Europe, GeneAct™ supports access to genetic testing across nine countries. Together, these initiatives represent the largest of several Alnylam-sponsored diagnostic programs worldwide, helping ensure individuals with a suspected diagnosis or family history have access to testing and guidance that can clarify risk, support early understanding, and inform next steps in care.



# Meeting Patients and Families Where They Are



This has been the most rewarding role I've had. What makes it different is the time we spend truly listening to patients and families—it's not rushed, and it's deeply personal. Even as the company has evolved, that focus hasn't changed. You feel that commitment to patients every day."

**Joanna Pearson**

Associate Director, Patient Education Liaison Team Lead

At Alnylam, supporting patients goes beyond delivering medicines. It means helping individuals and families understand complex conditions, navigate treatment decisions, and access the resources they need throughout the care journey. PELs and Case Managers play a central role in this approach, working together to provide education, continuity, and practical support for people living with rare and complex diseases.

## Education Before and Beyond Treatment

PELs are educators with nursing backgrounds who engage with patients, families, care partners, and communities before and after treatment begins. Their work often starts early, sometimes even before a diagnosis is made or a prescription written, helping individuals build understanding of disease symptoms, hereditary considerations, and the questions they may want to discuss with their healthcare providers. Education may take place one-on-one, in group

settings, or through family meetings held virtually or in person. PELs explore creative approaches to conversations with extended families to help ensure information reaches those who may be affected. This family-centered approach reflects our belief that informed patients and care partners are better equipped to participate in care decisions.

Additionally, PELs work closely with patient advocacy organizations and community groups to raise awareness and improve understanding of rare diseases, particularly among at-risk populations. As Alnylam's patient populations have grown and expanded, this model has evolved to balance individualized education with broader community engagement, allowing the team to extend its reach while maintaining meaningful, patient-centered connections.

## Supporting Continuity of Care

Case Managers complement this work by focusing on access, benefits navigation, and

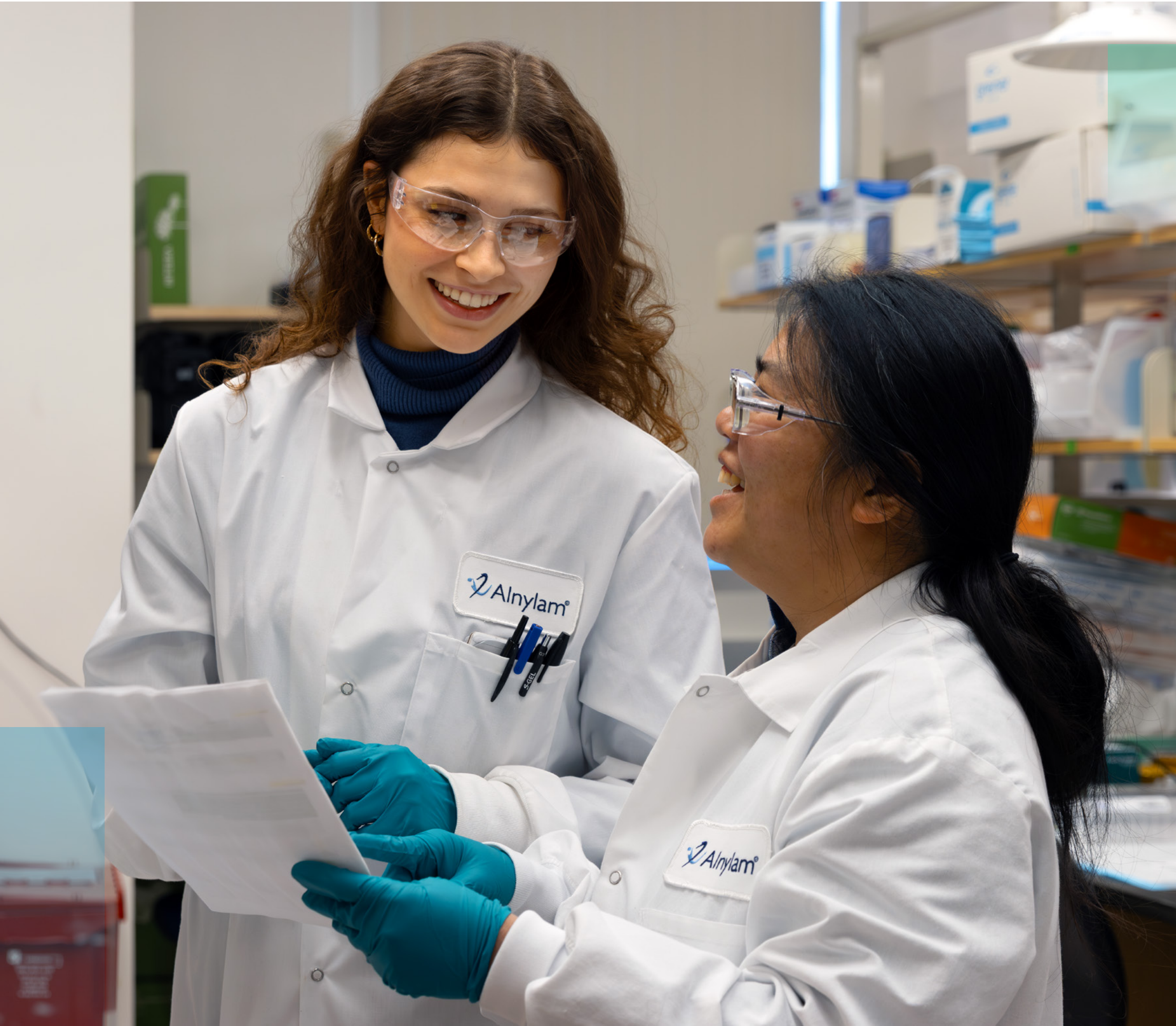
continuity of care once treatment is prescribed. They work directly with patients, healthcare providers, and payers to help verify coverage, assess eligibility for financial assistance, and support patients through insurance changes or logistical challenges. Case Managers maintain regular check-ins throughout treatment, helping patients stay connected to services and ensuring coordination across Alnylam's broader support offerings.

Together, PELs and Case Managers form an integrated support model that reflects Alnylam's patient-first culture. Both teams have recently expanded to support a larger and more diverse patient population. By combining education, access support, and ongoing engagement, these teams help reduce barriers, support informed decision-making, and ensure patients and families are not navigating their treatment journey alone.



# Science

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



# Science

**As we continue to grow and scale our impact, science remains central to our ability to deliver meaningful, lasting benefits for patients.**

Our RNA interference (RNAi) platform enables the development of novel medicines designed to prevent, halt, or reverse disease by targeting its genetic roots. As our portfolio expands across rare and common diseases, we approach science with discipline and rigor, focusing our efforts on accelerating programs with the greatest potential for transformative patient impact.

In 2025, we completed our P<sup>5</sup>x25 strategy, meeting or exceeding all of our ambitious five-year goals. Among the defining achievements of the period was the FDA approval of AMVUTTRA<sup>®</sup> for ATTR-CM,

a landmark milestone that established the first RNAi therapeutic proven to reduce cardiovascular deaths and hospitalizations in patients with this disease and drove the company to profitability for the first time.

Building on this progress, we launched our Alnylam 2030 strategy, focused on leadership in ATTR amyloidosis, continued expansion into prevalent diseases, and disciplined execution to deliver long-term value. The successful launch of AMVUTTRA in ATTR-CM is enabling a re-investment in R&D to expand the reach of RNAi to more diseases and more patients.

Looking forward, our Science priorities are now centered on three core areas: strengthening a sustainable innovation engine that can support long-term growth, cultivating an innovative medicines pipeline, and conducting clinical trials responsibly.

## RELATED MATERIAL TOPICS



Innovative Medicines Pipeline



Responsible Clinical Trial Practices



Sustainable Innovation Engine

# 2025 Key Priorities and Progress

**Advance innovative medicines pipeline through the filing of more than four investigational new drug applications.**

**PROGRESS:** Expanded clinical pipeline with four investigational new drug filings for Alnylam-led programs, reflecting the productivity and breadth of our drug discovery and clinical translation efforts.

**Advance late-stage priority program development by initiating new Phase 3 clinical studies.**

**PROGRESS:** Initiated three Phase 3 studies across our pipeline, strengthening translational momentum and supporting our transition into the next phase of growth.

**Maintain and grow a portfolio of six commercial RNAi medicines, including four wholly owned products, to support patients across rare and prevalent diseases.**

**PROGRESS:** Reached a key milestone of six approved, Alnylam-discovered medicines.

**Report Phase 2 clinical results from the KARDIA-3 program.**

**PROGRESS:** Shared results from the KARDIA-3 Phase 2 study, which provided important clinical insights that informed the initiation of a Phase 3 cardiovascular outcomes trial (CVOT) to assess zilebesiran’s potential to reduce the risk of major cardiovascular events.

**Secure regulatory approval of vutrisiran for the treatment of ATTR amyloidosis with cardiomyopathy.**

**PROGRESS:** Achieved a significant milestone with the regulatory approval of AMVUTTRA® (vutrisiran) for ATTR amyloidosis with cardiomyopathy, establishing our first flagship commercial franchise.



## LOOKING AHEAD TO 2026

### 2026 Pipeline Goals to Drive Our Next Phase of Growth

4

clinical readouts

3+

new IND filings

3

initiated Phase 2 studies

3

ongoing Phase 3 studies



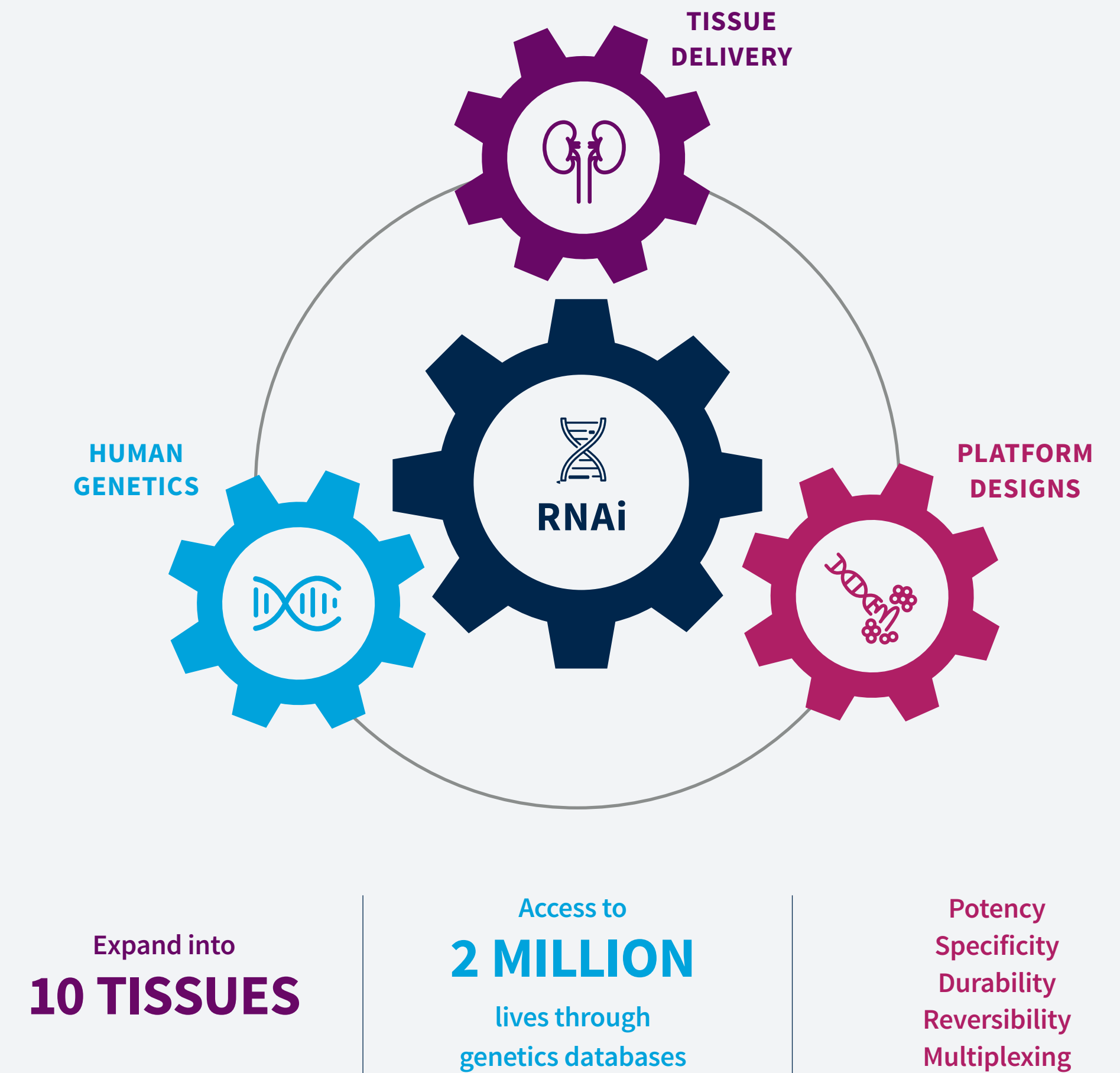
# Sustainable Innovation Engine

Alnylam’s patient-centric scientists and researchers diligently push the science of RNAi therapeutics forward.

RNAi is a natural process that occurs in every cell of the body to control which genes are expressed, and in doing so, which and how many proteins they make. Proteins are responsible for many of the body’s functions, but they can also cause or contribute to disease. RNAi therapeutics disrupt the production of these proteins to “silence” gene expression and treat disease at its roots.

Alnylam takes an integrated, three-pronged approach to driving growth through sustainable innovation. By investing in human genetics partnerships, where we now have access to genetic data for over 2 million individuals through various biobanks, we are uncovering new genetically validated targets to sustain our pipeline of innovative medicines. By continuously enhancing our platform designs and finding new delivery solutions to reach additional tissues throughout the body, we believe we will be able to expand RNAi therapeutics to treat a broader range of diseases and transform the lives of more patients.

## POWERING INNOVATION: OUR APPROACH



# Innovative Medicines Pipeline

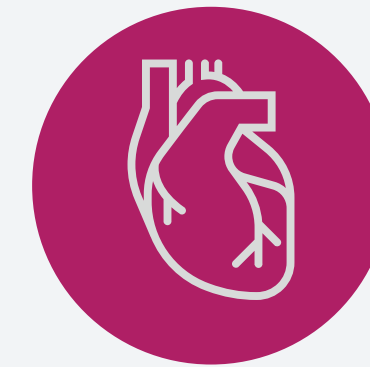
Our industry-leading pipeline of medicines reflects the breadth and maturity of our RNAi platform as we continue to advance therapies for a wider range of diseases with significant unmet need.

Our scientists and development teams work collaboratively to prioritize programs with the greatest potential to deliver meaningful, long-term benefit for patients, guided by a thoughtful approach to portfolio management and clinical development.

At the heart of our robust pipeline is our flagship franchise in transthyretin (TTR) amyloidosis, which has become a foundation for long-term innovation and patient impact. Building on this success, we are investing across therapeutic areas including cardiovascular and metabolic diseases, neuroscience, and hematology. Accordingly, we are advancing programs with the potential to transform the treatment of a broad array of diseases such as hypertension, Alzheimer’s disease, cerebral amyloid angiopathy, Huntington’s disease, and bleeding disorders. As our pipeline expands into more conditions, we apply the same rigor and patient-centered focus that has defined our work in TTR and rare disease, helping to ensure accountability, transparency, and readiness to scale.

## NEXT WAVE OF TRANSFORMATIVE MEDICINES

Investigational Therapies with Multi-Billion-Dollar Potential



**CARDIOVASCULAR + METABOLIC**

### ZILEBESIRAN

Hypertension

### ALN-4324

Type 2 Diabetes Mellitus

### ALN-2232

Obesity and Weight Management



**NEUROSCIENCE**

### MIVELSIRAN

Cerebral Amyloid Angiopathy and Alzheimer’s Disease

### ALN-HTT02

Huntington’s Disease

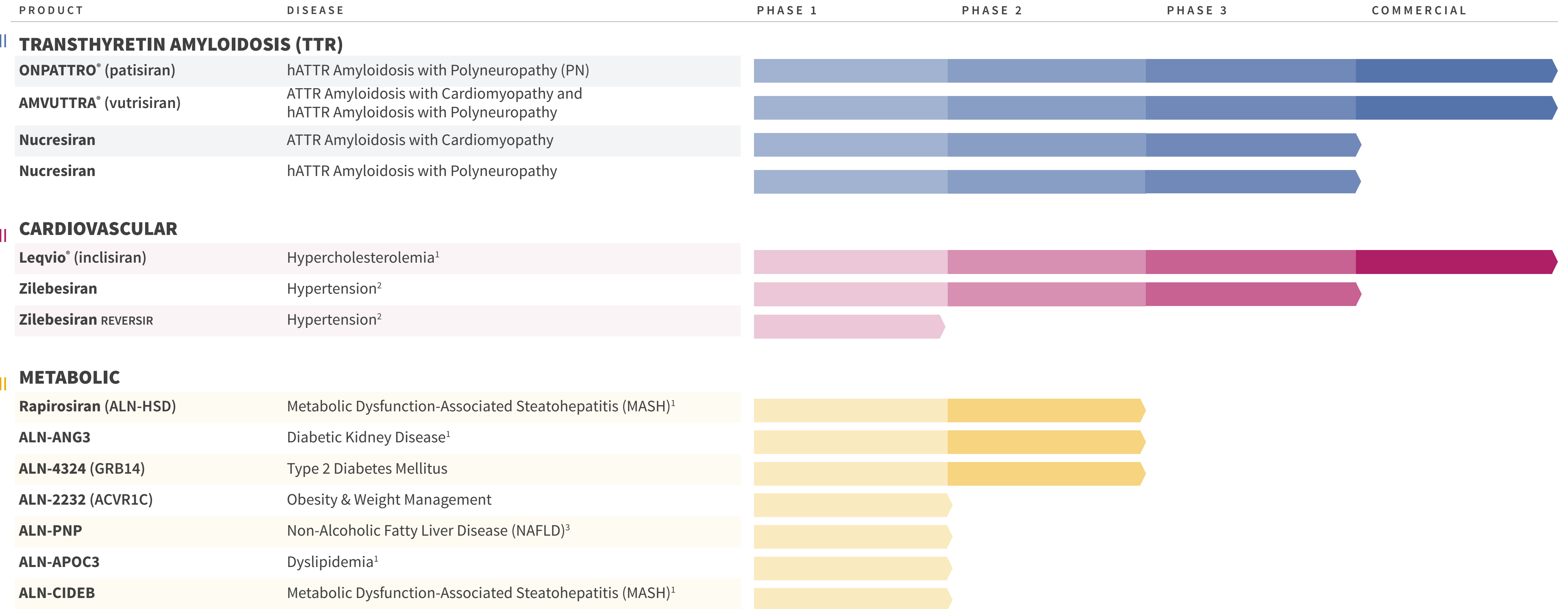


**HEMATOLOGY**

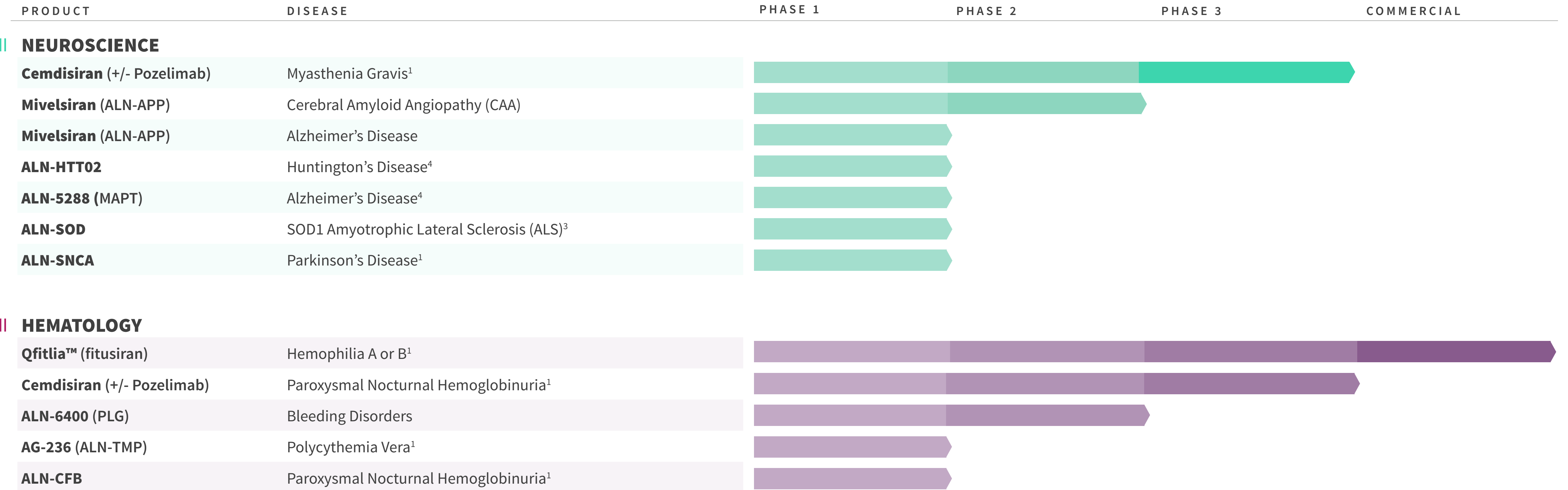
### ALN-6400

Bleeding Disorders

# Industry Leading Pipeline of RNAi Therapeutics



# Industry Leading Pipeline of RNAi Therapeutics



# Industry Leading Pipeline of RNAi Therapeutics

PRODUCT	DISEASE	PHASE 1	PHASE 2	PHASE 3	COMMERCIAL
<b>OTHER</b>					
<b>GIVLAARI®</b> (givosiran)	Acute Hepatic Porphyria (AHP)	██████████	██████████	██████████	██████████
<b>OXLUMO®</b> (lumasiran)	Primary Hyperoxaluria Type 1 (PH1)	██████████	██████████	██████████	██████████
<b>Cemdisiran</b> (+/- Pozelimab)	Geographic Atrophy <sup>1</sup>	██████████	██████████	██████████	
<b>Elebsiran</b> (+Tobevibart)	Hepatitis D Virus Infection <sup>1</sup>	██████████	██████████	██████████	
<b>ALN-BCAT</b>	Hepatocellular Carcinoma	██████████			
<b>ALN-4285</b>	Healthy Volunteers	██████████			
<b>ALN-4915</b>	Healthy Volunteers	██████████			
<b>ALN-F1202</b>	Healthy Volunteers <sup>1</sup>	██████████			

<sup>1</sup> Out-licensed with milestones and/or royalties

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

<sup>3</sup> Partner-led with profit split

<sup>4</sup> Partnered, Alnylam-led with profit split

**Alnylam clinical development pipeline updated as of April 2026**



# Scientific Advancement Through Collaboration

**Strategic partnerships extend our capabilities in target discovery, research, and translational science, while reinforcing our commitment to evidence-based innovation and long-term impact.**

## Partnering to Advance Therapeutics

We work with top-tier biopharma companies to broaden our scientific reach and deepen our development expertise. Our multi-year partnership with Roche combines Alnylam’s leadership in RNAi therapeutics with Roche’s global footprint and successful track record of delivering innovative therapies to patients around the world. Together, we aim to potentially transform outcomes for patients living with hypertension and help reduce the global burden of cardiovascular disease, the

leading cause of death globally. In partnership with Regeneron, we have expanded target discovery and unlocked new tissues. For example, in 2023 we collaboratively generated the first clinical evidence of gene silencing by an RNAi therapeutic in the central nervous system. These partnerships have enabled us to access world-class tools, datasets, and scientific perspectives that accelerate the pace of discovery and support the advancement of medicines designed to address global health challenges.

## Leveraging Genomic Insights

Our engagement with large-scale population genomic initiatives provides Alnylam scientists with access to rich, diverse human genetic data that informs target identification and validation. These collaborations enhance our understanding of disease biology and help ensure that we prioritize targets with an improved likelihood of

clinical success, including those that are relevant to diverse populations. Notably, some of these partnerships include:

- Founding membership with *Our Future Health*, a United Kingdom-based genomic research initiative that aims to recruit millions of participants to advance early disease detection and therapeutic discovery, with the goal of helping address unmet healthcare needs worldwide.
- Access to the National Institutes of Health’s *All of Us* Research Program, a U.S. effort to build a comprehensive, diverse research platform by collecting genetic and health data from hundreds of thousands of volunteers to enable more precise and equitable approaches to understanding and treating disease.
- In 2025, we launched multiple new genomic initiative partnerships including:

- › Joining the *Alliance for Genomic Discovery*, an academic-industry consortium working to uncover genetic insights that can support drug development across therapeutic areas.
- › Partnering with *Precision Health Research, Singapore (PRECISE)* in the first Asian multi-ancestry genetics study sequencing data of more than 100,000 participants.
- › Joining the *FinnGen Consortium*, a public-private partnership combining genome information with national health registry data from more than 500,000 Finnish biobank participants.

Our approach to partnerships reflects the belief that shared scientific endeavors can accelerate innovation, improve the probability of success of new medicines, and generate broader benefits for patients and the research community.

# Responsible Clinical Trial Practices

**Clinical trials are essential for the safe and effective development of medicines, and we hold ourselves to high standards throughout every stage of the clinical research process.**

From trial design and site selection to participant engagement and results disclosures, our approach emphasizes scientific excellence, ethical conduct, and respect for the individuals who make clinical research possible.

Our clinical operations team oversees the design and execution of clinical trial processes, working in close coordination across Research and Development to support rigorous and ethical studies. The evaluation of a potential medicine begins with the selection of experienced partners that can support high-quality trial execution. We collaborate with leading Contract Research Organizations (CRO), including ThermoFisher

PPD and ICON PLC, which provide expertise across protocol development, site identification, and trial operations. These partnerships enable access to established systems and broad clinical research networks, supporting consistent trial execution and inclusive enrollment strategies tailored to the specific needs of each investigational RNAi therapeutic.

## Diversity in Clinical Trials

Advancing diversity in our clinical trials is essential to understanding the safety and effectiveness of our investigational medicines and continuously expanding the benefits of scientific progress to all communities. To generate meaningful clinical evidence, studies include participants across a wide range of ages, sexes, races, ethnicities, and other characteristics. We adhere to regulatory requirements related to diversity in clinical trials and continue to strengthen our approach as our pipeline expands into more prevalent diseases.

We have taken deliberate steps to reduce barriers to participation and to help destigmatize clinical research to enhance patient experience. Alongside our partners, we focus on meeting patients where they are by introducing clinical trials in settings that feel accessible and respectful, and advocate for inclusive and representative imagery in patient recruitment materials. These efforts supported strong and diverse enrollment across the KARDIA Phase 2 program of zilebesiran for hypertension, which enrolled a diverse patient population representative of the real-world population. A similar proactive approach to diverse enrollment and recruitment is being deployed for the ongoing Phase 3 Cardiovascular Outcomes Trial (CVOT), ZENITH, reinforcing the value of deliberate, patient-centered engagement in each of the 35 countries involved in this study. We continuously measure enrollment metrics to assess progress and inform continuous improvement.

## Expanding Access Through Partnerships

Partnerships are also central to expanding diversity across our clinical programs. In collaboration with our CRO partners, we are actively decentralizing elements of our trials to reach under-resourced communities. Our ongoing work with organizations such as the Veterans Health Administration plays an important role in broadening access to clinical research. We also invest in long-term capacity building through collaborations that strengthen future trial infrastructure. Through the *Beacon of Hope Initiative*, we worked with Novartis to support Historically Black Medical School Centers of Excellence, providing guidance to help position these institutions as future clinical trial sites. As our pipeline grows to include conditions such as hypertension and diabetes, we see increased opportunities to partner with Historically Black Colleges and Universities and other community-based institutions.

# Clinical Trial Transparency and Data Sharing

Clinical trial transparency is a core component of our approach to clinical research and an essential element of building trust with patients, caregivers, and the broader scientific community. We are committed to providing clear, accessible, and meaningful information about our clinical trials so that participants can make informed decisions and remain engaged throughout the research process.

We continue to enhance [clinicaltrials.alnylam.com](https://clinicaltrials.alnylam.com) as a central resource for information on our clinical studies. The site offers a user-friendly environment where patients, healthcare providers, caregivers, and the public can explore our trials, identify study locations, and understand recruitment status. It also includes plain-language explanations of what clinical trials are, what participation involves, why diversity in research matters, and what our trial results were. To improve accessibility, content is available in 35 languages and includes

adjustments designed to support a range of accessibility needs. Our approach is guided by our Clinical Trial Transparency Policy and overseen by our Clinical Trial Disclosure and Transparency team, which provides governance and consistency across our clinical portfolio.

We also support the sharing and analysis of clinical trial data to advance medical research and foster public trust. Through our Alnylam Data Sharing Initiative, qualified scientific and medical researchers can request access to de-identified patient-level datasets. We collaborate with the Vivli.org Consortium, an independent global data-sharing platform that provides a secure environment for data review and analysis. Requests are evaluated through a formal process and managed in accordance with our data-sharing guidelines, helping to ensure that data is accessed responsibly and in alignment with our standards.

## THE IMPORTANCE OF PEER-REVIEWED SCIENTIFIC DISCOVERY

Peer-reviewed publication is fundamental to advancing science, strengthening clinical practice, and building trust in new medicines. We believe that sharing rigorous, independently reviewed research is an essential responsibility as our science reaches broader patient populations and informs standards of care across disease areas.

We regularly submit our research to leading scientific and medical journals, and present findings at major international scientific congresses to support transparency, knowledge exchange, and independent evaluation. To date, we have published 530+ peer-reviewed papers in leading international journals. In addition to these publications, we share insights online through Capella, our platform for scientific progress in RNA interference, and maintain the RNAiScience website as a medical information hub for healthcare professionals. By contributing to scientific literature and engaging with the global research community, we aim to ensure that discoveries in RNAi are evaluated, communicated, and translated into meaningful benefit for patients.

**80**

major scientific presentations globally

**26**

publications in leading journals

**77**

peer-reviewed publications to date - 81% published in Open Access

**31**

clinical studies published or accepted

**56**

peer-reviewed journals featuring Alnylam research

**Scientific platforms supporting dissemination:**

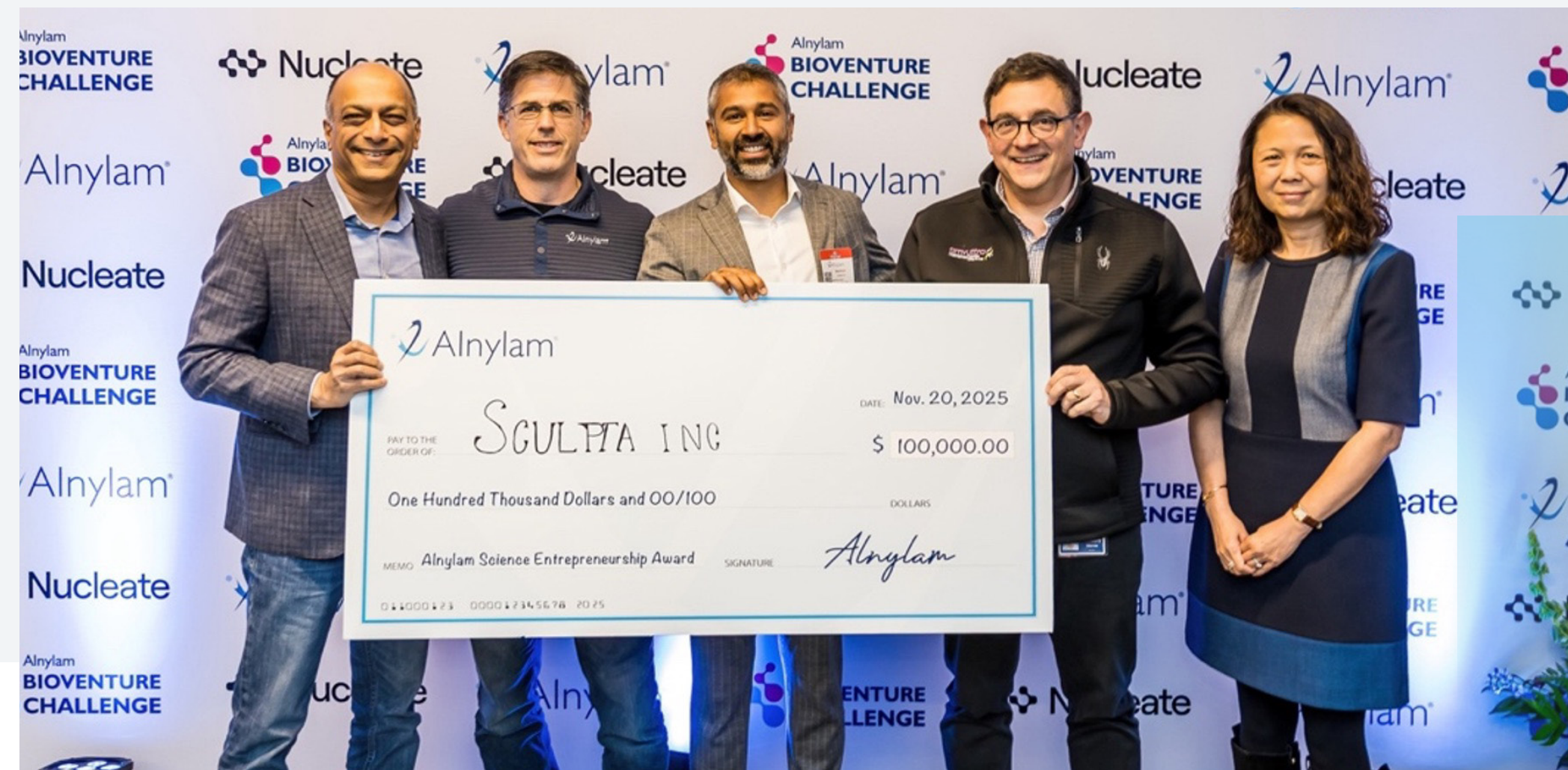
Capella and RNAiScience, third-party partnerships (TribeMD, QxMD, Healio), and peer-reviewed journal websites

## THE ALNYLAM BIOVENTURE CHALLENGE

Alnylam translated RNAi therapeutics into a new class of medicine thanks to the backing of investors and champions across industry and academia.

Through the Alnylam BioVenture Challenge, we model that commitment to the next generation of innovators. In partnership with bio-entrepreneurial incubator Nucleate, we support early-stage founders developing platform technologies with translational potential to address challenges in human health through genetic medicine.

The 2025 BioVenture Challenge brought founders to our Cambridge headquarters to explore platform innovations aligned with Alnylam’s scientific priorities, including novel delivery methods, target discovery innovations, and next-generation genetic medicine designs. The program emphasized dialogue and collaboration between founders and Alnylam scientists rather than traditional competition. The winning team, Sculpta, was recognized for its single-cell RNA splicing platform, which has the potential to unlock new therapeutic targets across complex diseases. By fostering a connection to pioneering technologies of the future, the BioVenture Challenge strengthens our ecosystem and supports the long-term evolution of genetic medicine.



## BUILDING TRUST AND REPRESENTATION IN RARE DISEASE CLINICAL TRIALS

**Inclusive clinical research is essential to advancing science and delivering medicines that serve all patients.**

In an article published in PMLive titled “[The Power of Representation, Innovation, and Trust in Rare Disease Clinical Trials](#),” Alnylam’s Head of Pipeline Delivery, Carol Pitcher-Towner, explains why these elements are foundational to effective clinical trials, particularly in rare diseases where data are limited and unmet need is high.

The article highlights the importance of designing trials that reflect real-world patient

populations by considering factors such as sex, ethnicity, age, disability, and geography. It also underscores how inclusive trial design strengthens scientific validity, supports regulatory confidence, and builds trust with patients who often participate not only for themselves, but for future generations. By re-evaluating exclusion criteria, applying new technologies to improve access and understanding, and working closely with patient advocacy groups and patient focus groups, Alnylam continues to integrate equity into how trials are designed and conducted. This approach reinforces our belief that inclusive research strengthens science, accelerates innovation, and contributes to more equitable healthcare outcomes.



The ZENITH clinical trial represents an unprecedented level of operational scale for Alnylam. Delivering a trial of this magnitude requires seamless coordination across countries, clinical sites, and patient communities most impacted by hypertension—the leading modifiable risk factor for cardiovascular disease, which is the world’s leading cause of death. Evaluating the potential of zilebesiran to reduce cardiovascular risk through ZENITH reflects our long-term commitment to lowering the global burden of CVD and improving patients’ lives through RNAi therapeutics.”

**Carol Pitcher-Towner**  
Senior Vice President, Head of Pipeline Delivery

# From Rare to Global

## Building the Infrastructure for Large-Scale Clinical Trials

As we advance RNAi therapeutics into more common conditions, the scale and operational complexity of our clinical research is expanding significantly.

### Scaling Clinical Trial Infrastructure

ZENITH (Zilebesiran Cardiovascular Outcome Study in Hypertension) is a global Phase 3 cardiovascular outcomes trial (CVOT) conducted by Alnylam in collaboration with our partner, Roche. It is designed to evaluate the potential of zilebesiran, an investigational biannual subcutaneously administered RNAi therapeutic, to reduce the risk of major adverse cardiovascular (CV) events in patients with cardiovascular disease (CVD) or high CV risk and uncontrolled hypertension despite treatment with existing antihypertensives. Zilebesiran has the potential to provide continuous control of blood pressure with two doses per year, offering a potentially differentiated approach to hypertension and CV risk management in patients with the highest unmet need.

This trial represents a significant increase in scope compared with earlier Alnylam studies and illustrates how we are building the infrastructure, partnerships, and operational capabilities required to conduct large global studies. Previous large trials, such as our HELIOS-B Phase 3 study in patients with ATTR amyloidosis with cardiomyopathy (ATTR-CM), enrolled hundreds of patients across a few hundred sites. ZENITH is expected to enroll approximately 11,000 patients across 35 countries, involving roughly 1,500 clinical sites worldwide. Coordinating a study of this magnitude requires expanded clinical operations leadership, larger study teams, and new systems to manage global logistics, regulatory approvals, and site engagement across regions.

To support this effort, we expanded our network of clinical partners. Global contract research organizations and academic partners provide CV outcomes research expertise. Additional vendors address specialized operational needs, including global patient recruitment

and engagement strategies and community-based outreach in the United States to broaden awareness of clinical trial participation. To prioritize patient needs, travel logistics and reimbursement are coordinated globally, helping reduce practical barriers that can affect recruitment and retention.

### Adapting to Global Trial Execution

Executing a study across 35 countries requires adapting strategies to regional healthcare systems and patient populations. Recruitment efforts are designed to meet patients where they are. For example, in China we rely more on direct engagement and in-person outreach than digital approaches. Local partners with regional expertise help navigate regulatory requirements and identify effective ways to engage investigators and patients.

More than 1,500 physicians are expected to contribute to this study, and enrollment is already underway with hundreds of participants joining the trial.

# Employees

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





# Employees

**Anylam’s continued success depends on how intentionally we build the team, culture, and capabilities required to support our science and business.**

Our People and Culture strategy is foundational to our 2030 vision. While our scientific and commercial aspirations set our direction, it is our people and how we work together that determine how far, and how well, we go.

We are operating in a dynamic environment marked by rising expectations, intensifying competition, rapid technological advancement, and an accelerating pace of change. In this context, clarity, resilience, and shared accountability are essential. We are strengthening our team’s leadership capability, investing in their development, and shaping a culture that supports sustained performance in alignment with our values.

## RELATED MATERIAL TOPICS



Diversity, Equity, & Inclusion



Employee Wellbeing



Workplace Culture



Workplace Safety



Talent Attraction & Retention

# 2025 Key Priorities and Progress

**Expand participation and collaboration across Employee Resource Networks, including increased ERN membership and deeper engagement with community organizations where employees live and work.**

**PROGRESS:** Increased participation across ERNs, with 1 in 4 employees participating in an ERN globally.

**Increase clarity around Alnylam’s vision and strategy, with a goal of achieving 80% favorability companywide on related measures in Alnylam’s Annual Culture Survey.**

**PROGRESS:** Achieved 83% favorability on clarity and connection with Alnylam’s vision and strategy in the Annual Culture Survey.

**Scale Alnylam’s culture and Core Values across our global footprint, ensuring employees in every region feel connected to our mission, values, and ways of working as the company grows.**

**PROGRESS:** In 2025, developed our new People and Culture strategy ahead of the 2026 roll-out and implementation, creating the framework for intentionally scaling Alnylam’s culture globally in a way that is aligned with our Core Values and enables the achievement of Alnylam’s 2030 vision.

**Strengthen overall employee engagement, based on nine key engagement driver questions in the Culture Survey.**

**PROGRESS:** 86% of employees are inspired by the work, find their work engaging and motivating, and indicate feeling proud to work at Alnylam.



## LOOKING AHEAD TO 2026

Define an enterprise-wide competency model that articulates what great leadership looks like “from every chair” at Alnylam. Apply the model across hiring, development, and career progression to support employee growth and organizational consistency.

Design and implement Managing@Alnylam as a leadership development program that equips people managers with the clarity, tools, and support to lead consistently and effectively. Focus on building core leadership capabilities, including coaching, development, performance enablement, inclusivity, and feedback. Achieve an improved people manager capability aggregate score in the companywide Culture Survey.

Embed assessment of values alignment and cultural addition in our recruiting practices to improve procedural inclusivity, and in recognition of the role that those who join the company today will play in shaping our culture for the future.

Assess existing and developing organizational capabilities—the combination of skills, technology, and knowledge that enable an organization to perform effectively—to create actionable roadmaps that prioritize investment and right-size the capabilities needed to achieve Alnylam’s 2030 vision.

Assess employee sentiment in real time through an evolved listening strategy with more frequent “pulse” surveys. Advance approach to communicating organizational strategy and changes. Achieve improved change communication aggregate score in companywide Culture Survey.

# Alnylam’s People and Culture Strategy

**Alnylam’s Core Values— Commitment to People, Passion for Excellence, Open Culture, Fiercely Innovative, and Purposeful Urgency— remain the foundation of who we are.**

Feedback from employees and other stakeholders consistently reinforces the importance of our values to our identity and performance. These values provide continuity and help ensure that progress is guided by intention, integrity, and long-term impact.

Our People and Culture strategy is guided by a set of pillars that reflect these values in action: culture, leadership, talent, enterprise capabilities, and organizational effectiveness. These pillars guide how we prioritize resources, develop leaders, strengthen

teams, and align our operating model with the needs of the business. Embedded across these pillars is prioritization of the employee experience.

These pillars equip leaders at every level to guide teams and foster high performance through clear expectations and ongoing development. Together, they provide the structure for intentional decision-making and consistent ways of working across the organization.

### Workplace Culture

We strive to foster a workplace culture that supports collaboration, innovation, and accountability. At Alnylam, this environment reflects both the responsibility of our mission and the strength of our connections to one another. Advancing RNAi therapeutics requires rigor and sustained focus, along with trust, mutual respect, and shared purpose.

High performance depends on how we work together. In a field defined by scientific complexity and uncertainty, progress requires the confidence to raise difficult questions, challenge assumptions, and explore new approaches. Employees are encouraged to share ideas and engage in constructive debate, recognizing that strong outcomes are built through open dialogue and the integration of diverse perspectives. We are continuing to strengthen psychological safety across the organization, recognizing it as foundational to this culture and to ensuring employees feel respected and supported in contributing their perspectives so collaboration can be candid, creative, and effective.

## OUR VALUES



# Diversity, Equity, and Inclusion

Diversity of backgrounds, experiences, and perspectives are essential to Alnylam’s ability to innovate, attract top talent, and serve diverse patient communities. We are committed to fostering an environment where all employees feel respected, included, and able to contribute fully.

## Dimensions of Diversity

In 2025, we further clarified how we think about the differences that shape our culture.

We recognize three interconnected dimensions of perspective:

- **Representative differences** — the observable or inherent characteristics that we carry throughout our lives, such as gender, race, ethnicity, sexual orientation, disability status, age and national origin.

- **Experiential differences** — the backgrounds, identities, and life experiences that inform how we see opportunity and risk
- **Cognitive differences** — the ways we approach problems, process information, and make decisions

Valuing these dimensions strengthens collaboration and decision-making, while reinforcing the inclusive culture required to drive responsible innovation.

Representation is also a scientific and clinical imperative. It is essential that our research and development processes, clinical trials, and patient advocacy efforts reflect the populations impacted by those diseases. Diverse participation in clinical research and engagement with patient communities are critical to advancing responsible science and improving health outcomes.

In our 2025 Culture Survey, 90% of employees shared they believe Alnylam supports diversity in the workplace, and 88% reported feeling accepted by their coworkers. We also assess gender pay equity among U.S.-based employees, showing a 1% pay gap. While our global footprint outside the U.S. currently limits statistical validation, we continue to evaluate opportunities to strengthen pay equity insights as we grow.

## VET\*ERN

### Honoring Service and Building Connection

Launched as a formal Employee Resource Network in 2025, our Veterans ERN brings together veterans, their families, and allies to build community and elevate understanding across Alnylam.

In 2025, Alnylam observed Veterans Day as a company-wide holiday for the first time—an important moment to pause, recognize service, and honor the sacrifices of veterans and their families. What began as a small, informal group has grown into a supported global network that fosters connection, shared understanding, and empathy across the company.



## CELEBRATING HISPANIC HERITAGE MONTH

Colleagues across Alnylam came together to celebrate the cultures, traditions, and contributions of Hispanic and Latin communities.

Led by SHADES Armonía, Alnylam’s ERN for Hispanic and Latin colleagues and allies, the heritage month featured events designed to foster connection, cultural appreciation, and learning across the organization. Celebrations at our Kendall Square headquarters and Norton manufacturing site brought employees together

to enjoy traditional Latin American food, music, and interactive games reflecting the richness and diversity of Hispanic and Latin cultures. Virtual programming for the global workforce included a storytelling session with Stellar Story Company sharing migration stories and lived experiences, an employee spotlight series with personal reflections, and a cultural cooking class where participants learned to make traditional empanadas.



## Employee Groups

Our Employee Resource Networks (ERNs) play a critical role in advancing inclusion, strengthening community, and supporting professional development. These employee-led groups help create spaces for connection and learning while reinforcing Alnylam’s commitment to equity and belonging across the organization.



**iThrive**

*Empowering women*



**Sexuality & Gender Alliance (SAGA)**

*Supporting LGBTQ+ individuals and allies*



**SHADES**

*Multicultural network*



**ACCESS**

*Networking, advocacy, and support for colleagues with disabilities*



**Parenting Together at Alnylam (PTA)**

*Supporting parents*



**Green Team**

*Encouraging environmental actions for employees and teams*



**ULearn**

*Activating employees to participate in mentorship and educational outreach*



**Veterans ERN**

*Veterans and Allies Empowered Together*

## Valuing Employee Perspectives

Listening to our employees informs how we improve and adapt. Alnylam leaders maintain an open-door approach, complemented by structured feedback mechanisms that help us understand the employee experience across regions and functions

In 2025, we achieved a 92% participation rate with 2,148 participants responding from 16 countries on our Annual Culture Survey. Results affirmed strong connection to our mission and strategy, deep purpose in our work, and continued confidence in an inclusive workplace. Employees also identified opportunities to enhance how we communicate change and to further support people leaders. In response, we launched focused workstreams and will begin incorporating targeted pulse surveys to measure real-time sentiment and engagement.

Each year, we see the results of our initiatives reflected in strong employee sentiment scores and in external recognition across the globe, such as **Great Place to Work** recognition in multiple countries.

## CULTURE SURVEY HIGHLIGHTS

**90%**

of employees believe Alnylam supports a diverse workplace

**88%**

of employees believe team members treat each other with respect

**83%**

of employees recommend Alnylam as a great place to work

**88%**

of employees find their work engaging

**87%**

of employees believe Alnylam supports an inclusive work culture

**87%**

of employees feel they can depend on team members

**88%**

of employees feel accepted by their coworkers and believe they are treated fairly by their company and their peers

**88%**

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

**85%**

of employees believe Alnylam embodies a patient-focused culture in day-to-day activities

## GLOBAL EMPLOYEE SNAPSHOT\*

ALNYLAM EMPLOYEES	
Total employees	2,502
Total U.S. employees	1,947
GLOBAL GENDER BREAKDOWN	
Female	56%
Male	44%
GLOBAL WORKFORCE BY AGE	
Under 30 Years Old	194
30-50 years Old	1,666
Over 50 Years Old	642
RACIAL COMPOSITION OF U.S. WORKFORCE	
White	61%
Asian	23%
Black or African American	6%
Hispanic or Latino	5%
Two or more races	1%
American Indian or Alaska Native or Pacific Islander	0%
DEMOGRAPHIC HIGHLIGHTS	
Leadership Positions held by women (VP or above)	40%
U.S. employees who self-report as members of diverse populations**	35%
U.S. Veterans	23

## EXECUTIVE LEADERSHIP SNAPSHOT

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

## EMPLOYER RECOGNITION



4th year in a row



11th year in a row



11th year in a row



7th year in a row



5th year in a row

\*All statistics based on totals as of December 31, 2025.

\*\*Alnylam does not set hiring targets. Company tracks actual data regarding representation at all levels. Defined as those who self-reported based on descriptions listed. 23% of the U.S. employee population chose not to disclose their race and ethnicity.

# Talent Attraction and Retention

**Attracting and retaining the right talent is essential to delivering on our 2030 strategy.**

Our focus is on recruiting exceptional people and ensuring they are placed in roles where they can thrive and make meaningful impact. Clarity around expectations, performance, and values supports strong hiring decisions and long-term retention as we continue to expand across functions and geographies.

## Attracting and Recruiting Top Talent

Attracting top talent remains a priority. We partner with leading academic institutions and professional organizations to develop a strong pipeline aligned with our evolving needs. In 2025, we continued our partnership with Northeastern University's *PharmD Fellowship* program, which equips postdoctoral students with the skills necessary to contribute to the development of advanced medicines.

Eleven fellows worked across their core areas of expertise at Alnylam, while also engaging in teaching opportunities at Northeastern and exploring cross-functional experiences within the company.

Our Talent Acquisition Team collaborates with our ERNs to ensure we reach diverse talent through external partnerships, including *Women in the Enterprise of Science & Technology*, *MassBIO*, *Women in Bio*, *Healthcare Businesswomen's Association*, *Lab Central*, *OUTbio*, *The Color of Biotech*, *Latinos in Bio*, and many more. We also actively engage with organizations to post our career opportunities on job boards attracting diverse candidates including *VeteranJobs*, *LatinoJobs*, *NativeJobs*, *OverFiftyJobs*, *LGBTJobs*, *DisabilityJobs*, *BlackCareers*, *AllBilingualJobs*, and others.

## GROWING THE LIFE SCIENCES TALENT ECOSYSTEM

In 2025, we hired more than 90 students from 14 schools for co-ops and internships.

In addition to our long-time co-op partnership with Northeastern University and summer internship recruitment program with *Project Onramp* through *Life Science Cares*, we added partnerships with Tufts University and Brown University in 2025. Seventy-six emerging biopharma professionals from these schools made a remarkable impact across multiple teams during their 6 months with us. The students joined us to gain experience across a wide range of expertise areas (EAs), including Patient Safety, Patient Services, Marketing, Data and Statistics, among others. In addition to supporting their EAs, the students were integrated into the Alnylam culture, participating in company-wide programming and activities designed to help them develop industry knowledge and further develop their professional skills





### **Employee Engagement and Professional Development**

Supporting employee growth remains a priority as roles evolve and expectations increase. Through learning and development programs, leadership initiatives, and career pathways, we aim to equip employees with the tools and experiences needed to grow with the company.

### **Developing People Leaders**

A key focus of our People and Culture strategy is strengthening how leadership is defined and practiced across the organization, with an emphasis on clarity and expectations at every level. Developed in 2025 and launching in early 2026, Managing@Alnylam is our new leadership development program for all people managers across the organization. The program is designed to help participants deepen their leadership confidence, strengths, and effectiveness at supporting employees through critical moments in their career journeys.

Participants will engage in facilitated interactive workshops designed to be hands-on, reflective, and immediately applicable to their managerial roles. These sessions will be supported by curated on-demand learning content.

We continued Alnylam Mentors in 2025, a company-wide mentorship program that connects employees across EAs and regions to support career development, knowledge sharing, and professional growth.

A total of 184 employees participated, representing all EAs across the organization, with 61% of participants joining the program for the first time. Our post program results showed over 1,000 mentoring hours recorded and a 23.6% increase in confidence across six key competencies: navigating career transitions, advocating for yourself at work, receiving and applying feedback, influencing without authority, communicating effectively, and building relationships across the business.

# Workplace Health, Safety, and Wellbeing

## Protecting our employees and supporting their wellbeing is a core responsibility for Alnylam.

We maintain programs and policies designed to promote safe working environments, support mental health, and help employees maintain their overall wellbeing.

### Workplace Safety

We recognize that maintaining safe and healthy working environments is a shared responsibility and that employees play an integral role in this effort. We are committed to complying with applicable health and safety regulations and standards while continually strengthening practices to protect employees, contractors, and

visitors across our global operations. Our Health and Safety program focuses on preventing incidents, reducing risk, and promoting the wellbeing of everyone who interacts with our business. Employees are encouraged to communicate openly about safety concerns and to report unsafe conditions or near misses. We hold ourselves accountable by addressing potential issues quickly and reinforcing expectations that safety remains a priority across all functions and locations.

Each year we monitor health and safety activities, trends, and improvement opportunities across our facilities and offices worldwide. In 2025, our Environmental Health and Safety (EHS) team increased engagement across our global footprint, focusing on both

broad safety awareness and targeted risk areas. Particular attention was placed on ergonomics, fleet safety, and strengthening compliance and emergency preparedness across our more than 15 physical locations. As part of this work, we launched an updated Workplace Safety at Alnylam training course for employees globally and introduced the EQUINOX ergonomics training and self-assessment tool, helping employees identify and address common ergonomic risks in their work environments.

### Monitoring Safety Performance

In 2025, our global injury rate was 0.54 recordable injuries per 100 full-time employees (FTE), compared with an estimated industry average of approximately 1.40 per 100 FTE\*.

This metric continues to inform our focus on prevention, training, and proactive reporting practices that help identify risks earlier and support timely response across our operations.

We continue to strengthen our EHS infrastructure and oversight capabilities. Planned efforts include transitioning to an updated EHS management system to support our global operations, enhancing safety oversight for ongoing facility projects, and expanding our focus on identifying and mitigating higher-risk workplace hazards.

\*1.40 represents industry data from 2024, as 2025 data has not yet been published.

### Supporting Employee Wellbeing

Alnylam employees have access to a broad range of health, wellbeing, and family benefits designed to support them and their loved ones at every stage of life. Our Total Rewards program provides a competitive benefits package intended to attract, retain, and engage employees while reinforcing our values and ways of working. Through comprehensive health coverage, family-building resources, and programs focused on emotional wellbeing, we aim to support the physical, mental, and financial health of our workforce and their families.

The Total Rewards program includes compensation, incentive pay, benefits, recognition, life balance, career development, and mental health support. Benefits and programs, which vary by country, include medical, dental, and vision plans, flexible spending accounts, life insurance, disability coverage, and services addressing mental health and substance use. Our Employee Assistance Program provides employees and

their families with 24/7 access to confidential counseling and professional guidance. We also offer a free subscription to Headspace and additional emotional health resources available both independently and through our medical plan providers. These programs are designed to help create an environment where employees feel supported in prioritizing their mental wellbeing and have access to resources that promote healthy, fulfilling lives at work and at home.

In 2025 we introduced Learn to Live, a program available to families with children aged 13 and older that helps build resilience and provides support for young people experiencing challenges such as stress, depression, sleeplessness, social anxiety, substance use, or panic.

We also expanded our partnership with Bright Horizons, offering employees enhanced family support services including 30 days of subsidized backup care with both in-home and out-of-network options, as well as with 30 days of

subsidized in-home eldercare and pet care services for working pet parents. Through Bright Horizons, families with children school-age through college can also access professional tutoring services and college planning guidance.

To encourage strong oral health habits from an early age, we added Right Start for Kids to our dental program. Through this benefit, all preventive dental expenses for children under the age of 13 are covered at 100% and do not count against the maximum annual benefit.

Our parental leave program provides up to 20 weeks of 100% paid time off for birth parents and 12 weeks of paid leave for non-birth, adoptive, and foster parents. This benefit has no waiting period and is available to all eligible parents across Alnylam.

In addition to these benefits, we offer company-paid life insurance and an Employee Stock Purchase Plan to help employees build long term financial security.



## ERN FAIR

### Creating Space to Connect

In 2025, Alnylam hosted its first ERN Fair, bringing employees together to learn about the networks, meet ERN members, and explore opportunities to get involved. The event reflected the growing visibility of ERNs and the grassroots enthusiasm behind them, creating new connections across functions, regions, and career stages.



# Employee Resource Networks

## Building Culture Through Connection

CASE STUDY

What began as small, employee-led communities at Alnylam have grown into a network of Employee Resource Networks (ERNs) that play a meaningful role in sustaining culture, connection, and belonging, especially during periods of growth and change. As the company scales, ERNs continue to offer spaces where employees can connect around shared experiences, support one another, and contribute to Alnylam’s culture in ways that are personal and deeply human.

### Sustaining Connection Through Change

In 2025, Alnylam navigated significant change as the organization evolved to meet the moment. Throughout that period, the strength of the ERN community remained evident. Participation is entirely voluntary, with ERN leaders and members balancing this work alongside demanding roles across the company.

They do it not because it is required, but because it matters – to them, to their colleagues, and to the community they are helping to shape.

### Building Community Across the Organization

ERNs engage employees across regions, functions, and career stages, through a blend of in-person, virtual, and hybrid programming that helps maintain connection across a growing global footprint. ERN-led initiatives span community building, education and awareness, wellbeing, and professional development, creating multiple ways for employees to engage regardless of role.

Over time, ERNs have become more closely connected to Alnylam’s People and Culture efforts, partnering with teams across Human Resources, Talent, Corporate Responsibility, Communications, and leaders at multiple levels of the organization.

Executive sponsorship and engagement from managers and senior leaders create important feedback loops, elevating employee perspectives while also helping ERN members better understand business context during times of change. ERNs foster dialogue, build trust, and support employee resilience through moments of uncertainty, reinforcing a culture where people feel supported and seen.

As Alnylam continues to grow, ERNs remain an important expression of the company’s culture, driven by employees who choose to invest their time and energy in strengthening empathy, connection, and community across the organization.



Our ERNs are more than networks. They are engines of culture, connection, and community.”

**Crystal Davis**  
Manager, Diversity, Equity, and Inclusion

# Communities

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





# Communities

**Our passion to improve human health extends beyond the medicines we develop and into the communities where we live and work.**

We believe that advancing science and delivering innovative RNAi therapeutics must go hand in hand with strengthening communities, reducing barriers to care, and investing in opportunities that enable people to thrive. Guided by our Core Values and our ‘Challenge Accepted’ ethos, we focus our community engagement on areas where our capabilities, resources, and people can make a meaningful and sustained difference.

Through cross-sector collaboration, locally informed partnerships, and active employee engagement, we work to address health inequities, expand access to education and opportunity in science and technology, and support communities during moments of need. As Alnylam continues to grow globally, we are evolving our community strategy to reflect both our increasing scale and our commitment to responsive, human-centered impact. We remain committed to listening, learning, and partnering with communities and partners to reinforce trust, strengthen relationships, and promote healthier, more resilient societies.

## RELATED MATERIAL TOPICS



Community Impact



Employee Volunteerism & Giving



Philanthropic Investment

# 2025 Key Priorities and Progress

**Continue to evolve our global partnerships by supporting collaborative initiatives that strengthen community impact and expand opportunities for employee engagement.**

**PROGRESS:** *Sponsored the Forward•Inc refugee entrepreneur pitch competition as part of the Alnylam Challengers program. Alnylam employees participated on the judging panel, and each finalist was paired with an employee mentor to support the live presentation of their business plans to potential investors in Amsterdam.*

**Provide access and time for employee engagement by growing Community Service Week, supporting organic employee-led initiatives, and responding together to disasters around the globe.**

**PROGRESS:** *Advanced employee engagement and strengthened overall community impact through expanding Community Service Week, supporting employee-led initiatives to broaden access to volunteer and giving opportunities, and coordinating collective responses to global disasters through employee contributions and corporate support.*

**Refresh the Alnylam Challengers program and roll out additional social impact initiatives and partnerships.**

**PROGRESS:** *Announced a two-year, \$2 million investment to advance the essential work of Boston’s frontline Care Navigators in partnership with three of the city’s most trusted healthcare institutions: Boston Children’s Hospital, Boston Medical Center, and Whittier Street Health Center.*



## LOOKING AHEAD TO 2026

Cultivate high-impact partnerships and develop a new signature social impact initiative to tackle a critical health challenge in a way that reflects Alnylam’s purpose and expertise.

Expand employee engagement by providing more opportunities for hands-on participation and charitable giving through Community Service Week, a new charitable donation matching program, and additional regional pathways that will allow employees to make meaningful contributions.

Empower locally-led community engagement that ensures our work is responsive to regional needs and creates connections across our expanding footprint.



# Addressing Barriers to Health in Underserved Communities

## Alnylam Challengers

We believe quality health care, life-changing medicines, and the support to live healthy, fulfilling lives should be within everyone’s reach. Through our signature global community impact program, *Alnylam Challengers*, we partner with bold leaders and organizations in the U.S. and Europe who are working to improve health and well-being for people in underserved communities by expanding access to personalized care, coaching, and essential resources.

We focus our global efforts on two areas designed to address barriers related to key social determinants of health (SDOH):

- care navigation for patients in underserved communities.
- employment pathways for refugees.

### Advancing Care Navigation in Boston

In our hometown of Boston, *Alnylam Challengers* supports the work of frontline Care Navigators

who provide personalized coaching, build trusted relationships, and connect some of the city’s hardest-to-reach patients with essential medical and social services. Fueled by a \$2 million, two-year investment announced in 2025, Alnylam collaborates with three trusted institutions tackling the city’s most pressing barriers to health— *Boston Children’s Hospital*, *Boston Medical Center*, and *Whittier Street Health Center*.

Through this investment we aim to support the creation of scalable, community-based models for reducing health disparities in Boston and beyond. For more information about the new *Challengers* initiative, read the Case Study on page 60.

### Supporting Employment Pathways

In Europe, *Alnylam Challengers* supports coaching and programs to help refugees address employment-related SDOH barriers

that are commonly faced as they rebuild their lives in new communities. By partnering with local community-based organizations, the program helps create pathways to employment, education, and entrepreneurship—foundations that support long-term health, stability, and well-being.

### Strengthening Local Partnerships

Across the region, these partnerships are tailored to localized and personal needs. In the UK, *Refugee Action* helps individuals navigate the job market through skills training and personalized employment support. In the Netherlands, *Forward•Inc* offers a digital entrepreneurship program that enables refugees to develop and launch new businesses. Italy’s *Soleterre Foundation* provides hands-on vocational training across a range of trades, while *Netwomening* in Spain supports Afghan women through mentorship and professional guidance as they rebuild their careers.

# Investing in Tomorrow's Life Sciences Leaders

**Scientific innovation depends on a strong and diverse pipeline of future scientists, engineers, and biotechnology leaders.**

Our STEM-related initiatives introduce young people from a wide range of backgrounds and life stages to careers in science and biotechnology, reducing barriers to participation, and creating sustained pathways into the life sciences. By partnering with nonprofit organizations, educational institutions, and community groups, we aim to inspire curiosity, build skills, expand access to opportunity, and strengthen the long-term talent ecosystem that supports biomedical discovery.

## Supporting Emerging Investors

In 2025, we continued our flagship partnership with *Nucleate*, a global non-profit founded at Harvard and MIT with a mission to educate and empower emerging life science leaders and entrepreneurs. Through Nucleate's Activator program and Alnylam's BioVenture Challenge, we support early-stage founders as they refine platform innovations aligned with evolving scientific priorities.

## Broadening Access to Careers in Science

Our long-standing partnership with the *Biomedical Science Careers Program (BSCP)* further reflects our commitment to broadening participation in science and medicine. Through sustained financial support and employee

engagement, we contribute to a network that connects students and trainees to mentorship, professional guidance, and industry insight.

Alnylam team members also deepen community engagement through ULearn and partnership with *Science Club for Girls*, an organization dedicated to expanding access for girls and young women from historically underrepresented communities to pursue education and careers in science, technology, engineering, and mathematics. We also support the *Massachusetts Science & Engineering Fair* and the *Cambridge Science Festival*, helping create hands-on learning experiences that spark curiosity and broaden awareness of the many roles that power innovation across the life sciences.



## ULEARN: EXPANDING PATHWAYS INTO BIOTECH

ULearn is an Employee Resource Network (ERN) created to introduce young people to careers in science and biotechnology.

Many members are personally motivated to give students the exposure they themselves lacked, making career possibilities feel tangible. Others lend their expertise and passion to advance the work of STEM-centered nonprofit organizations. As the life sciences field has evolved, so too has ULearn's scope, expanding to reflect a broader reality of our industry: that progress depends

on many roles, skills, and perspectives beyond those traditionally associated with STEM.

In 2025, ULearn partnered with *One8 Applied Learning Hub*, *Science Club for Girls*, *the Cambridge Science Festival*, and the *Massachusetts Science & Engineering Fair*, and welcomed community partners into our manufacturing facilities to showcase the range of careers behind biotech innovation.

## SUPPORTING THE NEXT GENERATION THROUGH THE BIOMEDICAL SCIENCE CAREERS PROGRAM

Alnylam is a longstanding partner of the *Biomedical Science Careers Program (BSCP)*, supporting its mission through financial sponsorship and active employee mentorship.

In 2025, the Evening of Hope brought together nearly 500 students, mentors, and leaders to celebrate the next generation of talent in science and medicine. For more than three decades, *BSCP* has supported over 18,000 students from high school through postdoctoral training with mentorship, career guidance, and professional connection. Alnylam employees contribute as mentors and volunteers, sharing experience and guidance with students navigating careers in biomedical science.



# Empowering Employee Engagement

Across regions and functions, Anylam team members bring passion, creativity, and personal commitment to the causes they care about.

We support this engagement through a range of opportunities that enable individuals and teams to contribute their time, skills, and resources to community organizations.

## Enabling Employee Participation

Company-wide initiatives, locally-led volunteer activities, and employee-driven efforts allow our people to engage in ways that are meaningful to them and responsive to local needs. We encourage participation through dedicated volunteer time, accessible engagement platforms, and support for grassroots ideas generated by

our employees. In 2025, employees donated more than \$46,000 across fundraisers for Community Service Week, BioBall (*Special Olympics of Massachusetts*), *Give Warmth Give Hope (CASPAR)*, and crisis and disaster relief. They also volunteered their time with over 50 charitable organizations during our Community Service Week, in addition to many other events across the year.

As Anylam continues to grow, we see employee engagement as both an expression of our culture and a powerful driver of impact. We will continue to evolve our approach so employees across our global footprint have meaningful opportunities to connect with and contribute to their communities.

## COMMUNITY SERVICE WEEK 2025

Each year, Community Service Week brings Anylam colleagues together to support the communities where we live and work.

In 2025, more than 1,000 employees across 13 countries volunteered over 3,000 hours, in partnership with over 50 charitable organizations. From supporting a community health fair and the distribution of more than 1,500 new winter coats at *Whittier Street Health Center* to leading service projects from Boston, MA to Tokyo, Japan, our colleagues dedicated their time and skills to organizations addressing both local needs and broader social determinants of health.



## ENGAGING WITH OUR LOCAL COMMUNITIES

Through locally led efforts, our employees help bring Anylam’s values beyond our walls – showing up locally, listening, and contributing in ways that provide care for our neighbors.

### “Give Warmth, Give Hope” – CASPAR

To support neighbors experiencing homelessness during the coldest months of the year, Anylam employees surpassed their peer-to-peer fundraising goal, raising \$24,000 for the *Cambridge and Somerville Program for Addiction Recovery (CASPAR)*, a longtime community partner near our headquarters. Employee contributions helped provide more than 600 warm winter essentials and 400 hot holiday meals to neighbors in need.



### Norton Community Engagement

As Anylam expands its presence in Norton, MA, employees have deepened their engagement with local organizations, supporting first responders, food pantries, youth sports leagues, *Norton Land Preservation Society*, and the *Norton Historical Society*.

### Disaster and Crisis Response

In 2025, Alnylam employee donations of approximately \$16,653 combined with \$50,000 in corporate charitable donations and matching funds contributed to crisis and disaster response efforts across the world. Through non-profit organizations such as *American Red Cross*, *Love Kendall County Kids*, and *World Central Kitchen*, Alnylam supported those impacted by the Southern California wildfires, flooding in Central Texas, and Hurricane Melissa in the Caribbean.

### COMMUNITY RECOGNITION



Awarded a place on the Humankind 100 list for the 4th year in a row. Humankind is an investment services company whose mission is to invest in the manner that is best for humanity.



Named to Newsweek's "America's Most Responsible Companies" for the 4th year in a row. This year, Alnylam was ranked #148 – up 7 spots from 2025 and ranked #15 within the "Health Care, Life Sciences & Pharmaceuticals" industry category.

### CLIMBING FOR COMMUNITY

In 2025, Alnylam employee Samip Dhakal returned to his home country of Nepal for a demanding 10-day trek to Everest Base Camp, following months of preparation to meet the physical and mental challenges of high altitude. With support from Alnylam, Samip joined the *Timmerman Traverse*, an initiative that brings together the biotech community to advance cancer research through shared endurance and resolve.

For Samip, who was born and raised in Nepal, the climb was both a personal homecoming and a test of perseverance, a true "Challenge Accepted" moment. Through his participation, Samip raised \$50,000 for early-career cancer researchers through the *Damon Runyon Cancer Research Foundation*, turning preparation and grit into meaningful impact.



The experience changed me- it slowed me down, stretched me in ways I didn't expect, and gave me a renewed sense of purpose for the work I do every day. I'm so grateful for this opportunity and the support of Alnylam and colleagues who donated and cheered me on."

**Samip Dhakal**  
Corporate Responsibility Specialist





# Alnylam Challengers

## Empowering Frontline Care for Underserved Communities in Boston

In our hometown of Boston, health outcomes can differ drastically by ZIP code. Research shows a 23-year life expectancy gap between the more affluent neighborhood of Back Bay and the lower-income neighborhood of Roxbury, located just two miles apart.

### Understanding Barriers to Health

Grounded in our ‘Challenge Accepted’ mindset, we set out to understand what drives this divide and where we could make a meaningful difference. Through conversations with health equity leaders across Boston, we heard that many patients face unmet needs tied to social determinants of health—such as access to food, transportation, and safe housing—that undermine their ability to achieve and maintain good health. Local organizations working with underserved communities in the city emphasized that Care Navigators can be a powerful lever in addressing these barriers, yet the role is too often underfunded.

Care Navigators serve as a vital bridge between clinical care and lasting health and well-being for patients in underserved communities. Often drawing on similar lived experience, they provide personalized coaching, build trust, and connect the hardest-to-reach individuals to essential medical and social services. Research shows that investments in care navigation deliver strong returns. A review by The Commonwealth Fund found “higher follow-up visit rates, fewer emergency department visits, reduced Medicaid spending, and reported returns on investment as high as \$2.92 for every \$1 spent.” ([The Commonwealth Fund, 2019](#)).

### Investing in Care Navigation

Building on these insights, Alnylam identified an opportunity to partner with three of Boston’s most trusted health institutions: *Boston Children’s Hospital*, *Boston Medical Center*, and *Whittier Street Health Center*.

As part of *Alnylam Challengers*, we have committed a \$2 million, two-year investment to strengthen and expand the work of Boston’s frontline Care Navigators across these organizations.

This investment focuses on four areas: hiring additional Care Navigators to expand one-on-one support; deploying a Rapid Response Fund to address urgent needs such as transportation and food insecurity; funding innovative community outreach programs; and launching the Challengers Collective, a cross-partner cohort that provides training, peer support, and shared learning.

Together, we aim to create a scalable, community-based model for reducing health disparities in Boston and beyond. Learn more and watch a short video about the initiative [here](#).



As a primary care doctor, I focus on chronic diseases like diabetes and high blood pressure, but that doesn’t matter if patients lack food, stable housing, or transportation. Care Navigators address those needs first, making it possible for me to do my job.”

**Dr. Sarah Kimball**

Primary Care Physician and Director of the Immigrant and Refugee Health Center at Boston Medical Center



# Environment & Operations

We actively integrate sustainability considerations into our operations, facilities, and business processes worldwide.



# Environment & Operations

**At Anylam, we recognize that improving human health depends on protecting the environment in which we live and operate.**

As our business has grown and our global footprint has expanded, our approach to environmental responsibility has evolved to reflect not only climate action, but also the environmental performance of our operations, facilities, and business processes worldwide.

Based on the findings from our 2025 double materiality study, we have renamed our former "Planet" pillar to "Environment and Operations". This change reflects a more comprehensive focus on how environmental considerations are embedded across our day-to-day operations – from energy use and emissions management to data quality, compliance, and operational excellence. It also recognizes that responsible environmental stewardship requires strong systems, disciplined execution, and continuous improvement as we scale.

## RELATED MATERIAL TOPICS



Climate Change



Operations & Manufacturing



Product Stewardship, Quality & Safety



Waste Management



Water Stewardship

# 2025 Key Priorities and Progress

## Advance solar panel project for the Norton manufacturing facilities.

**PROGRESS:** Continued advancement of the solar project in coordination with partners, with permitting and system planning underway and the identification of new incentive programs that could support installation as early as 2026.

## Conduct a double materiality study that aligns with global environmental regulations and frames our future reporting based on the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) requirements.

**PROGRESS:** Included an ESRS readiness table in the appendix of this report and our refreshed materiality topics directly answer materiality thresholds for key CSRD-related environmental topics. Also initiated a comprehensive supplier engagement program to better understand the environmental risks and opportunities embedded across our supply chain.

## Ensure our data verification processes continue to grow with global regulatory requirements.

**PROGRESS:** Continued to assure our environmental data with an external assurance provider. Prepared our first climate risk report based on voluntary submission guidelines for California SB 261 filing in early 2026 and completed our first unscored submission to Carbon Disclosure Project (CDP) in late 2025.

## Explore additional opportunities to meet global expectations for our company and products, from lifecycle analysis to global framework alignment and submissions.

**PROGRESS:** Completed lifecycle assessments across all current products, establishing a robust data foundation, with plans underway to pursue third-party verification in 2026 to further align with global expectations and frameworks. Also completed a UK/EU Fleet Electrification Feasibility Study that identified opportunities to reduce emissions for our European Fleet.

## Strengthen our data collection processes to ensure readiness for compliance with key global regulations.

**PROGRESS:** Implemented fully our new third-party software solution to consistently calculate environmental footprint each year.



## LOOKING AHEAD TO 2026

Define formal environmental targets for the first time, to guide Alnylam's long-term strategy and accountability.

Advance CDP disclosure from an unscored to a scored submission, to further benchmark performance and transparency.

Assess climate-related risks (physical and transition) to strengthen enterprise risk management.

Conduct a feasibility study to assess opportunities to reduce emissions from our U.S. vehicle fleet.

Maintain momentum on solar projects through partner coordination, permitting, and system planning.

Expand engagement with suppliers to improve environmental data, alignment, and shared progress on sustainability priorities.



# Manufacturing Infrastructure and Capabilities

Aynylam’s manufacturing operations are designed to translate pioneering RNA interference (RNAi) science into high-quality, reliable medicines for patients around the world.

From early clinical development through commercial supply, we take a deliberate, integrated approach to manufacturing that combines in-house expertise with strategic external partnerships. Central to this model is our owned manufacturing footprint, anchored by our state-of-the-art facility in Norton, Massachusetts, where we produce siRNA drug substances for both clinical and commercial use. Complementing these capabilities, we work closely with a network of qualified contract manufacturers for activities such as fill/finish, packaging, labeling, and distribution—enabling flexibility, resilience, and global reach across our supply chain.

## Advancing Manufacturing Innovation at Norton

Our Norton facility has been a cornerstone of our growth, serving as both a pipeline accelerator and a platform for continuous innovation in biopharmaceutical manufacturing. Purpose-built to support RNAi therapeutics, the site reflects our long-term commitment to operational excellence, quality, and scalability. Ongoing investments include the expansion of next-generation enzymatic ligation manufacturing capabilities, designed to increase capacity, reduce reliance on resource-intensive processes, and support the efficient production of medicines. These advancements not only strengthen our ability to meet growing global demand but also reinforce our belief that innovation in manufacturing is essential to delivering patient impact at scale.

## Integrating Sustainability in Operations

We seek to integrate sustainability practices throughout our operations, from how we design manufacturing processes to how we manage energy, materials, and partnerships across our value chain. We continuously seek opportunities to reduce environmental impact while striving to maintain high standards of product quality, safety, and regulatory compliance. By integrating sustainability considerations into facility investments, technology choices, and supplier engagement, we aim to ensure that our operations support a healthier planet alongside healthier patients.

# The Alnylam Value Chain



## Product Design and Impact

Alnylam’s RNAi therapeutics are designed through a rigorous scientific and clinical development process with the end patient experience in mind. When our medicines reach patients, they are delivered in well-defined physical forms, most commonly administered as subcutaneous injections or intravenous infusion. Our finished products are manufactured, packaged, and distributed under stringent quality and regulatory standards to ensure safety, reliability, and consistency for patients worldwide. For more details on the science, discovery, and clinical development behind these medicines, please see the [Science section](#) of this report.

### Reducing Environmental Impact Through Dosing Innovation

A defining feature of Alnylam’s products is their durability, enabling infrequent dosing schedules — in some cases quarterly or less often — as established in each product’s approved labeling. This reduced treatment burden can meaningfully improve quality of life for patients and caregivers, and may contribute to a lower environmental footprint over the course of treatment. Fewer doses translate into lower material use for packaging, reduced transportation and cold-chain logistics, and less waste associated with administration and disposal. By designing medicines that are both clinically effective and long-lasting, Alnylam advances a model that supports patient-centered care while also helping to minimize the environmental footprint of delivering life-changing therapies.

## CONNECTING PATIENTS TO MANUFACTURING TEAMS

### Patient Visits to Contract Manufacturing Organizations

We work to ensure that every person who plays a role in manufacturing our products understands the human impact of their day-to-day work.

In 2025, we arranged several visits from patients to our contract manufacturing partners. These external partners complement our in-house manufacturing and have allowed us to scale to meet the needs of our rapidly expanding pipeline and accelerate delivery of medicines to patients around the world.

Employees at our partner manufacturing organizations were moved by the personal stories of those living with the diseases our medicines treat. The visits also gave these Alnylam Patient Ambassadors an opportunity to witness the complexity and care that goes into making RNAi medicines, making it a meaningful experience on both sides.



*Tab shares his story of living with hereditary ATTR amyloidosis with a manufacturing partner.*



*After hearing from an individual with ATTR amyloidosis with cardiomyopathy, our manufacturing partner, Sharp Services, planted a tree on their campus in Allentown, Pennsylvania, to keep that visit top-of-mind and to honor everyone in the TTR community.*

## Product Stewardship, Quality, and Safety

**Protecting the patients who rely on Anylam therapies begins with a strong foundation of product quality, patient safety, and stewardship.**

These functions operate in parallel across the lifecycle of our medicines, from early research through manufacturing, distribution, and post-market oversight. Together, they ensure our therapies are produced reliably, supported by sound data, and continuously evaluated to safeguard patients.

Our global pharmaceutical quality system oversees activities governed by Good Practice standards throughout our value chain.

Quality teams work across internal sites and external partners to qualify suppliers, monitor performance, and maintain regulatory expectations. Through coordinated audits and standardized processes, we sustain visibility into performance and regulatory expectations, enabling timely identification and resolution of issues.

In parallel, our product safety team continuously evaluates information from clinical trials, real-world use, and external sources to assess the ongoing benefit-risk profile of our medicines. Safety experts collaborate with clinical, medical, and operational colleagues to detect potential signals, support regulatory reporting, and inform appropriate risk mitigation measures.

In 2025, we continued strengthening our infrastructure across both quality and safety by advancing digital capabilities and improving data connectivity. Greater visibility into trends and metrics supports proactive oversight as our portfolio expands.

We also advanced our product stewardship efforts by examining environmental and operational impacts across the lifecycle of our medicines. During 2025 we completed lifecycle assessments for all current products, establishing a data baseline to inform long-term planning. In parallel, we worked with supply chain partners to enhance end-to-end product traceability through serialization and packaging safeguards that help protect against contamination and falsification. We plan to pursue third party verification of our lifecycle assessments in 2026 to align with evolving global expectations and leading frameworks.



# Our Environmental Impact

Our approach to environmental sustainability emphasizes performance across our operations, with the design of our processes, facilities, and products included in our strategy. Our Environmental Health and Safety (EHS) program is anchored by EQUINOX, Alnylam’s enterprise-wide environmental management framework, which empowers employees and cross-functional teams to proactively identify, manage, and reduce environmental impacts. EQUINOX serves as our foundation for continuous improvement. It helps to align operational excellence, regulatory readiness, and environmental responsibility as we advance toward best-in-class facilities and supply network practices.

## Climate Change

Alnylam recognizes climate change as a critical global challenge and an important consideration across our operations, manufacturing footprint, and value chain. As our company continues

to scale, we are strengthening how we measure, manage, and transparently disclose our environmental impacts while investing in solutions that reduce emissions intensity and build sustainable processes.

In 2025, Alnylam launched a comprehensive climate risk assessment to identify, evaluate, and prioritize potential physical and transition risks throughout our operations and value chain. This work strengthens our understanding of climate-related exposures and opportunities, enabling more resilient, forward-looking decision-making that supports long-term operational continuity and sustainable growth.

## Quantifying Greenhouse Gas Emissions

In 2025, we continued to advance the rigor and accuracy of our greenhouse gas (GHG) emissions accounting, working with a leading global technical sustainability partner to support

robust data collection and verification. We also implemented third-party GHG emissions calculation software to make our process replicable year-over-year. Our Scope 1 and Scope 2 emissions, along with all material Scope 3 categories, are disclosed on page 70 of this report. Alnylam aligns its GHG disclosures with the World Resources Institute (WRI) GHG Protocol and International Organization for Standardization (ISO) 14064-1 standards and remains committed to continual improvement in data quality, analysis, and independent verification.

We consistently work to enhance our data collection and monitoring processes and seek opportunities to reduce our environmental footprint. In 2021, we began monitoring and reporting on Scopes 1 and 2 and select Scope 3 greenhouse gas emissions. In 2024, we added additional Scope 3 emissions categories to broaden the picture of our environmental footprint.

### TARGETING SCOPE 1 EMISSIONS IN ALNYLAM’S FLEET

Recognizing fleet electrification as a key decarbonization lever, Alnylam is evaluating opportunities to optimize our vehicle fleet as on-site energy options evolve.

In Europe, we completed a feasibility study assessing the transition to hybrid and electric vehicles across the United Kingdom (UK), the Netherlands, and France. The study identified strong feasibility in the UK and the Netherlands, while constraints related to rural infrastructure and employee location limited near-term options in France. Building on these insights, two EVs are currently in use in the Netherlands, and we plan to conduct a similar feasibility study for the U.S. fleet in 2026, supporting a data-driven approach to emissions reduction aligned with regional realities and long-term operational needs.



## Alnylam Emissions Reduction Framework

In 2025, Alnylam has assessed potential Scope 1 and Scope 2 emission reduction opportunities across our global operations through 2030. This assessment considers eight identified projects spanning renewable energy procurement, fleet electrification, facility optimization, and on-site solar generation, alongside our existing anticipated projects

### Reducing Emissions as We Grow

As we scale our manufacturing capacity to meet growing patient demand, absolute emissions may modestly increase; however, we expect meaningful reductions in emissions intensity per dollar of revenue, reflecting the decoupling of our environmental footprint from business growth.

### Our Measurement Process

As Alnylam grows to serve more patients, we will need more lab space, more manufacturing capacity, and more energy. Looking at emissions per dollar of revenue, a measure called emissions intensity, lets us track whether our environmental footprint is growing in step with our business or, ideally, more slowly. By 2030, we expect our climate impact to grow at a meaningfully slower pace than our business, even though our absolute emissions on a location-based basis may modestly increase as we expand our manufacturing capacity.

~69%

potential reduction including our planned renewable contracts

8

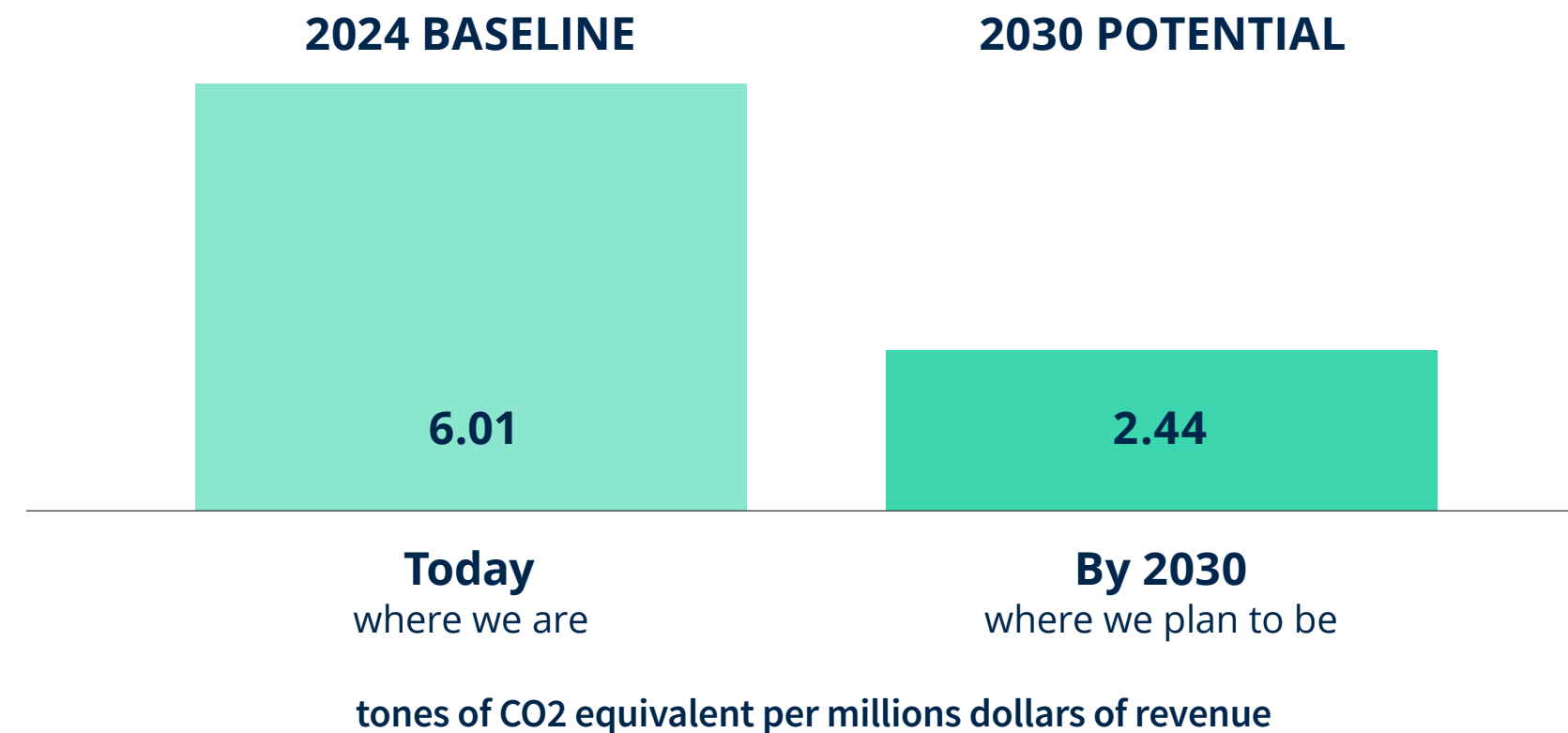
specific projects identified across our operations

~59%

potential reduction in emissions intensity, location-based

### Our Scope 1&2 emissions reduction potential opportunities progress, 2024 to 2030

Greenhouse gas emissions per million dollars of revenue (location-based and market-based)



\*The projections in this section reflect our current best estimate based on identified projects and are not commitments or guarantees of future performance. Actual outcomes will depend on project execution timelines, regulatory approvals, third-party contracts, manufacturing volumes, and changes to the regional electricity grid. Revenue projections are estimates based on current business planning assumptions. The 2024 baseline emissions are [third-party verified](#); projections for 2026-2030 are estimates and remain subject to ongoing review. We will report our progress annually.

### LOOKING BEYOND OUR DIRECT OPERATIONS

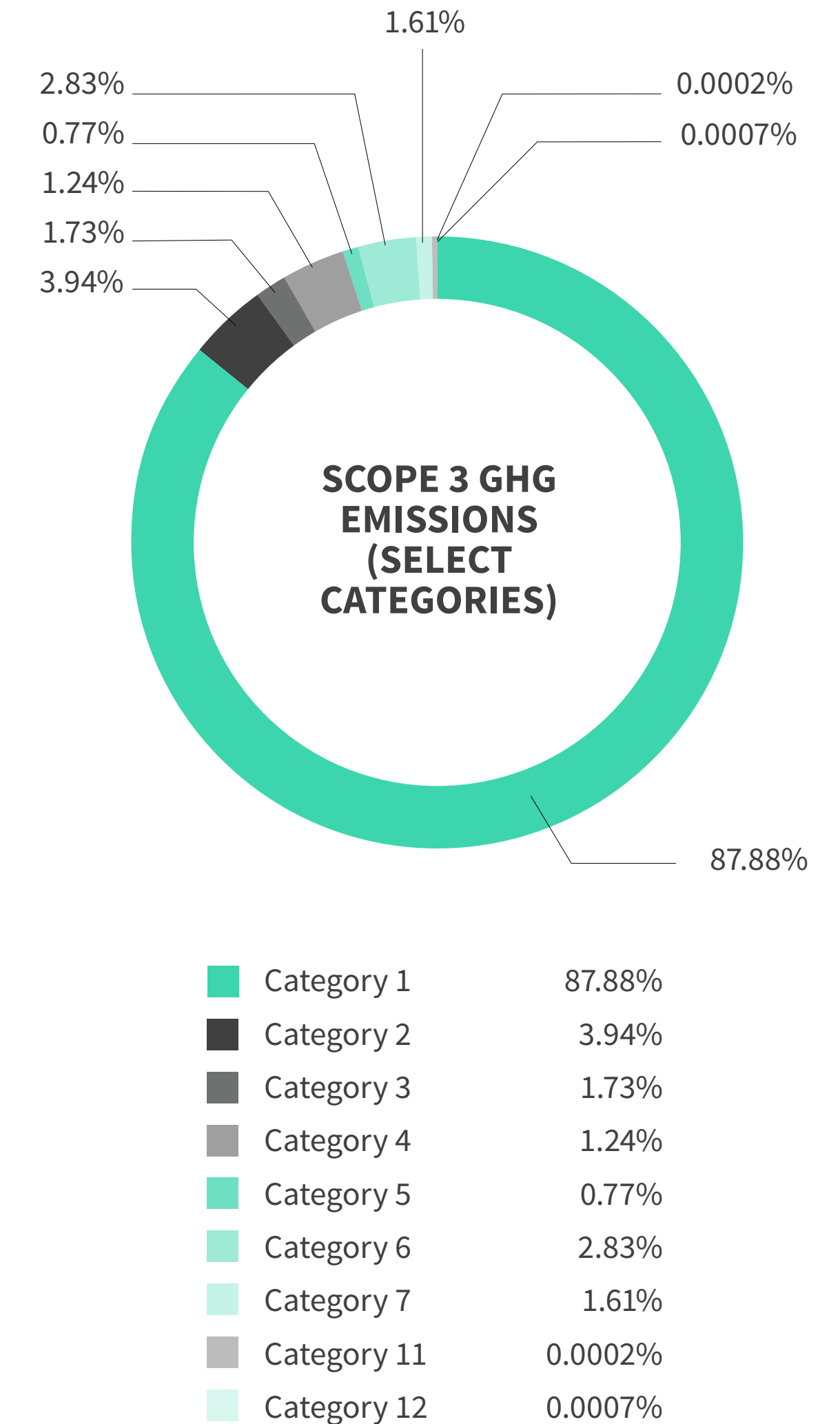
#### Building a comprehensive Scope 3 strategy

A meaningful share of any company's overall climate footprint comes from its broader value chain — including suppliers, business travel, and the lifecycle of its products. Alnylam is actively managing this part of our footprint. We have begun gathering emissions data directly from our key suppliers, replacing broader industry estimates with more accurate, partner-specific information. We are using this data to develop a comprehensive strategy for understanding, managing, and ultimately reducing our value-chain emissions.



# Alnylam's Global Energy and Emissions Footprint<sup>1</sup>

METRIC	UNITS	2023	2024 <sup>2</sup>	2025
Scope 1 GHG Emissions	Metric Tons of CO2e	3,546	3,831	6,785
Scope 2 GHG Emissions (Location Based)	Metric Tons of CO2e	9,898	9,687	10,214
Scope 2 GHG Emissions (Market Based)	Metric Tons of CO2e	9,918	8,028	8,499
Scope 3 GHG Emissions (Select Categories)	Metric Tons of CO2e	151,376	160,378	161,533
Category 1 –Purchase Goods and Services	Metric Tons of CO2e	126,451	138,154	141,951
Category 2 –Capital Goods	Metric Tons of CO2e	11,274	6,755	6,368
Category 3 –Fuel and Energy Related Activities	Metric Tons of CO2e	2,626	2,461	2,790
Category 4 –Upstream Transportation and Distribution	Metric Tons of CO2e	5,901	5,068	1,999
Category 5 – Waste Generated from Operations	Metric Tons of CO2e	1,072	1,261	1,247
Category 6 – Business Travel	Metric Tons of CO2e	2,200	5,163	4,579
Category 7 – Employee Commuting (including “Work from Home”)	Metric Tons of CO2e	1,849	1,514	2,598
Category 11 –Use of Sold Products	Metric Tons of CO2e	1	0.7	0.33
Category 12 –End-of-Life Treatment of Sold Products	Metric Tons of CO2e	2	1.5	1.16
<b>Emission Intensity</b>	Metric Tons CO2e/FTE	<b>75</b>	<b>74</b>	<b>65.49</b>
<b>Energy Intensity</b>	kWh/Sq. Ft.	<b>26.58</b>	<b>26.46</b>	<b>33.78</b>
<b>Total Energy Consumption</b>	MWh	<b>24,565</b>	<b>23,862</b>	<b>25,490</b>



1. Third-Party Data Verification Completed For All Data.

FTE = Full-time Employee

2. We have refined our methodologies and applied more accurate emission factors, which has resulted in updates to the 2024 GHG emissions figures.

## Focusing on Renewable Energy

Energy consumption is a significant contributor to our operational emissions, particularly across manufacturing and laboratory environments. As we continue to grow, reducing the carbon intensity of our electricity use is a key lever in managing our environmental footprint.

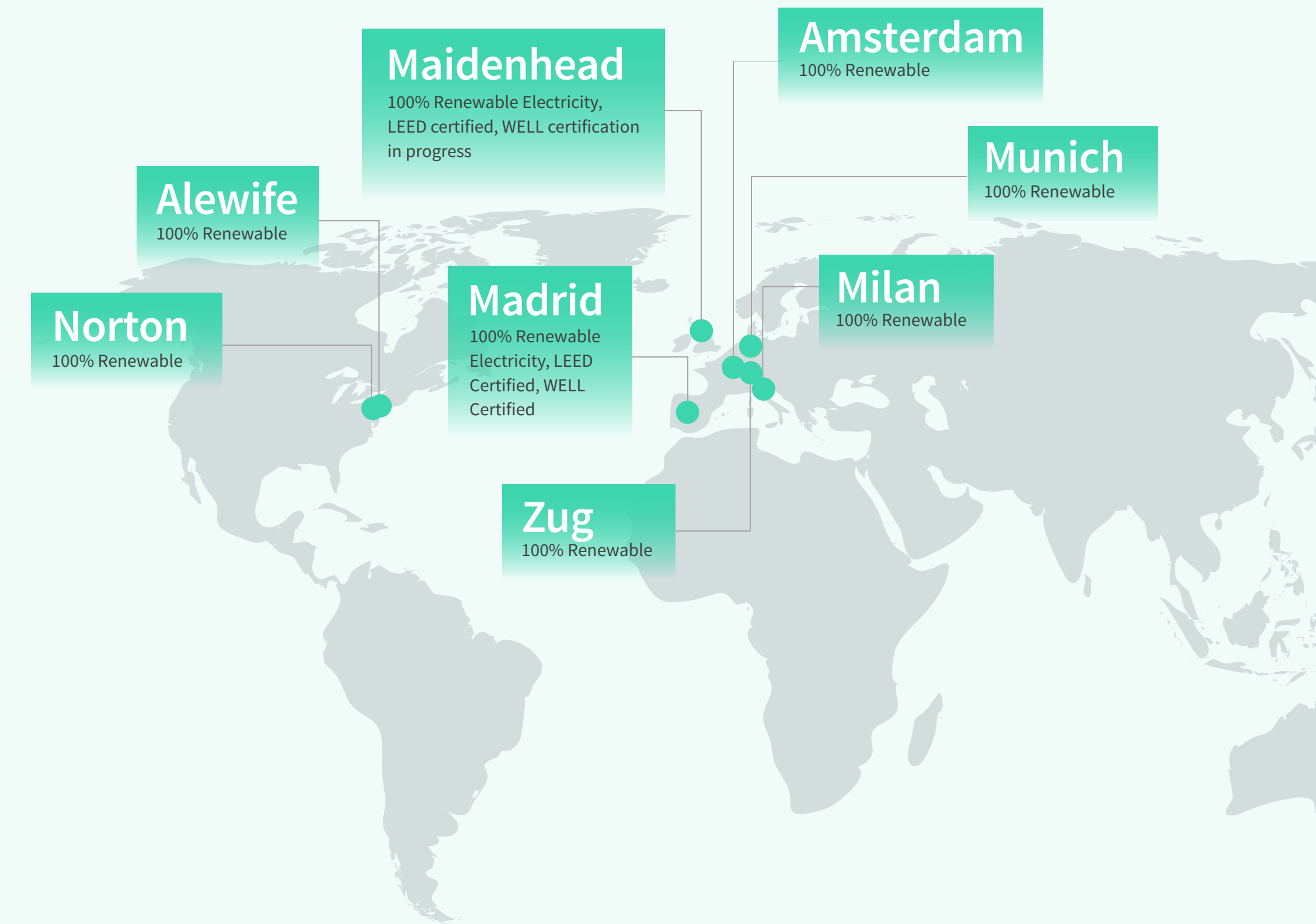
In 2025, we continued to expand renewable electricity sourcing across our global footprint. Through targeted green power purchase agreements, our Norton and Alewife manufacturing facilities are powered by 100% renewable electricity under an agreement in effect through December 2027, contributing to an approximate 1,700 metric ton reduction in market-based Scope 2 emissions. Several international offices also operate on fully renewable electricity, reflecting a broader shift toward cleaner energy procurement. We continue to evaluate opportunities to extend renewable electricity sourcing as part of our longer-term energy strategy.

### Improving Energy Efficiency

At the same time, we are improving building performance and energy efficiency. At our Norton QC laboratory, Phase 1 of an airflow optimization initiative is expected to deliver approximately 21,000 kWh in annual energy savings and was supported by a \$4,000 National Grid incentive. In addition, the installation of a liquid nitrogen microbulk system at the site is expected to eliminate the use of approximately 300 liquid argon and liquid nitrogen dewars annually. In select locations, renewable energy adoption is complemented by third-party building certifications, reinforcing a disciplined approach to sustainable operations as we scale.

## RENEWABLE ENERGY AND HIGH PERFORMANCE BUILDINGS

Sites Operating on 100% Renewable Electricity, and those with Green Building Certifications and Accreditations



## Global Environmental Transparency

Transparency and alignment with global frameworks remain central to Alnylam’s climate strategy.

We continue to enhance our environmental disclosures to meet evolving regulatory and stakeholder expectations, supported by third-party verification and external assurance. By strengthening our data systems, pursuing consistent methodologies, and expanding voluntary reporting, we aim to provide stakeholders with clear, credible insights into our climate-related risks, opportunities, and performance.

In 2025, we completed our first submission (unscored) to the Climate Disclosure Project (CDP) and look forward to continued engagement with our value chain through this process. We are also continuing to align our reporting to ESRS standards set through the European Financial Reporting Advisory Group (EFRAG), looking ahead to global compliance with CSRD regulations in the future. Our ESRS readiness assessment appendix can be found on page 115 of this report.

### DATA-DRIVEN SUPPLY CHAIN INTELLIGENCE

In 2025, Alnylam launched a rigorous supply chain mapping initiative using an advanced third-party analytics platform to capture supplier-specific emissions using primary activity data rather than industry averages.

This marked a shift from passive-reporting to evidence-driven supplier intelligence. The team mapped the top 250 suppliers, representing approximately 80% of total spend, and compiled verified data from 118 suppliers to develop environmental risk and maturity profiles across the value chain. These insights position Alnylam’s supply chain as a measurable lever for sustainable performance, while strengthening oversight and targeted supplier collaboration.



This effort goes far beyond data gathering. It gives us the visibility to connect supplier behavior to our environmental footprint and make more informed decisions about collaboration, risk, and long-term value.”

**Nayan Meshram**

Environmental/Sustainability Engineer



## Water Management and Stewardship

Water is an essential input throughout Alnylam’s research, development, and manufacturing activities, supporting processes ranging from laboratory operations to equipment maintenance. We actively monitor water quality to prevent harmful discharge or runoff into local watersheds and track water withdrawal, discharge, and consumption in our global facilities using site-level meter readings and utility data. Where direct measurement is not available, we apply consistent estimation methodologies to ensure continuity and comparability of data.

In 2025, we continued our investment in water projects including optimized purified water systems at our research facilities and water-saving upgrades at our Norton manufacturing site, delivering meaningful reductions in water use and energy demand. These projects demonstrate how targeted operational improvements can generate long-term benefits even in years without significant new infrastructure changes.

## Understanding Water Risk

To inform long-term stewardship and resilience planning, we completed a global water risk assessment in 2024, which continues to inform our approach. The assessment identified that approximately 14% of our global sites are in regions classified as having High or Extremely High baseline water stress, including two sites of particular concern. While water availability has not presented operational constraints to date, this insight supports proactive planning and reinforces the importance of site-specific risk awareness as our footprint evolves. We will continue to monitor water risks and evaluate opportunities to further strengthen efficiency and resilience.

### MARINE CONSERVATION PARTNERSHIP

Our partnership with Ocean Alliance continues to deliver meaningful impact. With support from Alnylam, Ocean Alliance uses non-invasive tagging technology to collect data on whale behavior, health, and habitat use—providing insights beyond visual observation alone.

In 2025, 22 whales were tagged in the Gulf of Maine, generating data that helps scientists better understand how whales use the region’s waters and respond to environmental pressures, informing more effective protection strategies.



## ALNYLAM GLOBAL WATER FOOTPRINT

METRIC	UNITS	2023	2024	2025
Water Withdrawal	Million Gallons	30	24	22.13
Water Discharge	Million Gallons	15	10	15.46
Water Consumption	Million Gallons	15	13	6.67

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

## Waste Management

Alnylam continues to strengthen our approach to waste management by improving visibility into waste generation and identifying opportunities to reduce, reuse, and responsibly manage materials throughout our operations. Our manufacturing and laboratory activities are chemically intensive and require careful handling of both hazardous waste and non-hazardous municipal solid waste. As part of our broader environmental data collection efforts, we quantify total waste generated across all owned and Alnylam-leased facilities, to support informed decision-making and long-term waste reduction planning.

### Optimizing Waste Management Practices

In 2025, we maintained strong waste management practices while building the foundation for future optimization. We continued to evaluate treatment and disposal pathways, while expanding initiatives that promote reuse, recycling, and landfill diversion where feasible. At our Kendall Square campus,

ongoing cleanout and reuse efforts support material recovery across shared spaces, workstations, and offices. We also sustained our annual e-waste recycling initiatives across major sites, reinforcing sustainable electronics disposal and employee engagement.

### Advancing Circular Solutions

A key component of our laboratory waste strategy is our partnership with Polycarbin, which supports a circular model for managing single-use lab plastics. Through this program, used plastics are collected, recycled, and remanufactured into new laboratory consumables, reducing reliance on virgin materials, and lowering associated emissions. In 2025, Alnylam recycled approximately 5118 lbs of plastic, avoiding an estimated 25,000+ lbs of CO<sub>2</sub>e. Integrating circular recovery into laboratory operations supports measurable reductions in material use and emissions while maintaining the performance standards required for scientific research.



# Global Waste Management Footprint

METRIC	UNITS	2023	2024	2025
<b>Non-Hazardous Waste</b>				
Landfilled	Metric Tons	122	157	116.95
Waste-to-energy	Metric Tons	211	105	0.51
Recycled	Metric Tons	70	72	90.92
Incinerated	Metric Tons	1	4	50.93
Diversion Rate*	Percentage	17%	22%	31%
<b>Hazardous Waste</b>				
Landfilled	Metric Tons	0	0.11	2.61
Waste-to-energy	Metric Tons	198	644	5.79
Recycled	Metric Tons	5	8	13.29
Incinerated	Metric Tons	343	74	799.20
Diversion Rate*	Percentage	1%	1%	2%

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



# Employees Drive Environmental Performance

**Employee engagement plays an important role in Alnylam’s efforts to reduce environmental impact across our operations.**

Through the Green Team ERN, employees across sites participate in initiatives that combine education, volunteerism, and practical action, helping translate sustainability priorities into day-to-day choices.

Within Alnylam’s laboratories, the Green Team continues to coordinate the company’s participation in My Green Lab®, supporting efforts to reduce waste and energy consumption through certification and best practices. To date, Alnylam has achieved My Green Lab® certification for our High Throughput

Synthesis lab and continues to work toward certifying two additional laboratory locations. Additionally, our lab locations not yet formally certified are utilizing the knowledge gained through the certification process to implement processes and incremental improvements and optimizations of their own that reduce energy consumption, carbon emissions, and waste.

The Green Team also works closely with Environmental Health and Safety teams to support initiatives such as recycling and e-waste events, reinforcing shared responsibility for environmental practices across the company.

## GREEN TEAM

### Building Momentum through Education

In 2025, Alnylam’s Green Team became a formal Employee Resource Network (ERN), creating a welcoming space for employees to learn, share ideas, and engage in sustainability efforts across the company.

Focused on education and collaboration, the Green Team emphasizes practical alternatives and pilot programs rather than prescriptive approaches. Through lunch-and-learn sessions featuring organizations such as Charles River Laboratories, the team highlights how scientific innovation can support more sustainable practices. The Green Team also supports hands-on, community-based learning and local engagement, with activities alongside partners including Ocean Alliance, the Land Preservation Society of Norton, and Waltham Fields Community Farm. These efforts connect environmental responsibility with community engagement and foster collaboration across sites and ERNs.



# Scaling RNAi Manufacturing Responsibly

## Stewardship Behind the Science



In December 2025, we marked the expansion of our Norton, Massachusetts manufacturing facility with a groundbreaking ceremony attended by state and local leaders, underscoring the project’s significance to both the life sciences ecosystem and the regional economy. The \$250 million investment strengthens the operational foundation needed to meet growing global demand for RNAi therapeutics and supports both increased production capacity and the integration of siRELIS™, our proprietary siRNA enzymatic ligation platform.

### Advancing Next-Generation Manufacturing

Manufacturing oligonucleotide-based medicines is complex and resource intensive. Traditional processes build RNA strands one nucleotide at a time. While effective, that approach can limit throughput as demand grows. siRELIS™ uses enzymatic ligation, a process that assembles shorter RNA fragments into complete molecules. This next-generation platform reduces reliance on certain starting materials and organic solvents, increases production efficiency,

and enables significantly greater output within a single facility footprint.

### Enabling Scale with Greater Efficiency

The impact of this shift is substantial. As we expand development into more prevalent conditions such as hypertension and other cardiovascular and metabolic diseases, manufacturing scale becomes increasingly important. Internal modeling showed that meeting projected demand using first-generation processes could have required a much larger manufacturing footprint. With enzymatic ligation, similar demand can be supported with far fewer facilities, strengthening operational resilience while reducing resource intensity.

In 2025, siRELIS™ was accepted into the U.S. Food and Drug Administration’s Emerging Technology Program, enabling earlier and more frequent dialogue with regulators on this novel manufacturing approach. The platform has already been demonstrated through pilot-scale production of investigational therapies including zilebesiran and nucresiran.

“Manufacturing oligonucleotide-based medicines is highly complex, and the current technology will struggle to meet increased demand,” said Timothy Maines, Chief Technical Operations and Quality Officer. “We have successfully applied a reproducible, less time-intensive process that increases throughput while maintaining the highest quality standards.”

### Expanding Capacity for Future Demand

Construction at Norton is underway, with new capabilities expected to be operational by late 2027. The expansion reinforces Massachusetts’ position as a life sciences hub and reflects Alnylam’s continued investment in the communities where we live and work.

As Alnylam’s pipeline grows, siRELIS™ represents a deliberate step toward manufacturing that is more efficient, more scalable, and better positioned to support long-term patient access.



# Teamwork Shaping Product Strategy

**At Alnylam, product quality and patient safety reflect a shared responsibility to steward complex, long-acting therapies in ways that protect patients and sustain trust.**

Much of this work happens behind the scenes, yet it supports every stage of how our science moves from discovery to the people who rely on our medicines.

### **Embedding Quality and Safety**

Quality and safety teams are engaged early and remain embedded throughout development, manufacturing, distribution, and post-market monitoring. Rather than functioning as downstream checkpoints, these teams

help shape study design, manufacturing strategy, and how emerging data is evaluated as programs advance. In a field defined by scientific firsts, early integration ensures that research and development is grounded in rigor and that potential risks are addressed before they escalate.

A core responsibility of the quality team is safeguarding the integrity and reliability of data. Every release decision, regulatory submission, and safety assessment depends on information that is accurate and reproducible. When questions arise, whether in manufacturing, clinical operations, or post-market use, quality and safety teams assess what the issue means for patients. Decisions are guided by defined standards, independent judgment, and a clear commitment to patient well-being.

### **Evolving with Complexity**

As Alnylam adopts new technologies, the complexity of our science and operations increases. Quality has evolved alongside the business, serving not only as a guardian of compliance, but as an integrated technical partner. By combining scientific expertise with pragmatic risk management, the team helps the organization make timely, well-informed decisions while maintaining the guardrails that protect patients and preserve regulatory trust.



Quality and safety are not just checkpoints at Alnylam. They are part of how we think, decide, and act through careful decisions made with patients at the center. Our role is to help the business take the right risks, consciously and responsibly, so patients can depend on the medicines we deliver.”

**Cheryl Crain**  
SVP, Quality Assurance and Quality Control



# Governance & Integrity

We reinforce integrity as a shared responsibility and promote ethical decision-making across the organization.



# Governance

As Alnylam continues to grow in scale, global reach, and complexity, our commitment to governance and integrity remains unwavering.

Advancing with urgency and ambition on behalf of patients requires disciplined decision-making and a steadfast adherence to our values. Strong governance provides the foundation for effective oversight, accountability, and credibility, helping ensure that our growth is guided by ethical conduct and responsible practices across our organization and in the markets where we operate.

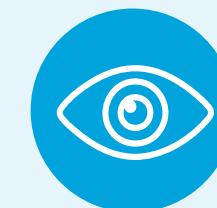
## RELATED MATERIAL TOPICS



Corporate Governance



CR Governance



Data Security & Privacy



Supplier Responsibility

# 2025 Key Priorities and Progress

## Amplify Alnylam’s culture of integrity through continued use of multiple engagement channels.

**PROGRESS:** Refreshed the global Compliance Champions Program, issued periodic compliance bulletins from the Chief Ethics and Compliance Officer, observed 2025 Integrity Week, and partnered with senior leadership to deliver key compliance messaging globally.

## Evolve supplier engagement initiatives to further grow small business investment.

**PROGRESS:** Expanded supplier engagement by transitioning to a new supplier platform that broadens access to small businesses and diverse suppliers and strengthens reporting on economic impact.

## Issue our end-to-end buying process, Buying@Alnylam, as a partnership across Strategic Sourcing, Finance, Legal, IT, and Ethics & Compliance.

**PROGRESS:** The Buying@Alnylam end-to-end buying process was issued through a coordinated cross-functional approach, establishing a more structured procurement infrastructure. The process helps streamline purchasing activities, improve consistency, strengthen policy adherence, and enhance usability for employees.

## Strengthen operational excellence through continued enhancement of policies, procedures, processes, tools, and training.

**PROGRESS:** Issued new and updated policies and guidance, including the Global Policy on Enterprise Risk Management and the U.S. Field Guide, and launched a refreshed all-employee campaign for potential conflict of interest disclosures. Also published our Human Rights Principles, reflecting our commitment to human rights across our operations.



## LOOKING AHEAD TO 2026

Issue a refreshed Code of Conduct and update corresponding training for all employees, incorporating Alnylam-specific scenarios to support ethical decision-making.

Provide compliance handbooks and training tailored to specific functions, roles, and geographies with targeted guidance on key compliance risks.

Advance enterprise AI and data capabilities through expanded employee training, development of a unified enterprise data platform, and strengthened data governance and stewardship practices.

Implement the new supplier diversity platform and registration portal to expand engagement with small and diverse suppliers and strengthen visibility into supplier impact and opportunities.

# Corporate Governance

**Alnylam is committed to strong corporate governance practices that support long-term value creation and responsible risk management.**

We believe accountability to our stakeholders is essential to sustaining trust and performance over time. Our Board of Directors provides independent oversight of the Company’s strategy, performance, and operations, while guiding Alnylam as we continue to grow in scale, complexity, and global reach.

Alnylam’s Board of Directors is comprised of a diverse group of experienced leaders with deep expertise across biotechnology, medicine, business, finance, and governance. The Board is largely independent, reflecting our commitment to objective oversight and sound governance practices. At the time of publication of this

report, 90% of our Directors are independent and 40% identify as women, including two individuals who identify as members from underrepresented populations. Our CEO, Yvonne Greenstreet, MD, MBA, serves as a member of the Board and leads our Executive Leadership Team (ELT), comprised of our most senior leaders.

The Board has established four standing committees to support effective oversight and decision-making:

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

Each committee operates under a formal charter approved by the Board, with charters publicly available to promote transparency and accountability.

## BOARD OF DIRECTORS

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

**Chair of the Board:** Amy W. Schulman

### Audit Committee

Olivier Brandicourt, MD  
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.

### Nominating and Corporate Governance Committee

Dennis A. Ausiello, M.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.

### People, Culture, and Compensation Committee

Colleen Reitan, **Chair**  
Olivier Brandicourt, M.D.  
Elliott Sigal, M.D. Ph.D  
Amy W. Schulman

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

### Science and Technology Committee

Dennis A. Ausiello, M.D.  
Elliott Sigal, M.D. Ph.D, **Chair**

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

Alnylam’s corporate responsibility (CR) governance structure is designed to embed responsibility, integrity, and accountability across the enterprise. Oversight of CR and ESG matters is shared across the Board of Directors, senior leadership, and cross-functional management bodies, helping ensure that CR considerations are integrated into business strategy and decision-making.

## Coordinating Governance

Day-to-day oversight of CR activities is led by management and coordinated through a multi-dimensional governance model that brings together leaders and subject matter experts from across functions and levels of the organization. This model includes the Executive Leadership Team (ELT) and the Corporate Responsibility Steering Committee, supported by pillar-aligned working groups.

The Corporate Responsibility Steering Committee plays a key role in supporting alignment across Alnylam’s CR priorities and contributing to the development and evolution of the Company’s CR strategy. Working groups from each of Alnylam’s CR Pillars – Patients, Science, Employees, Communities, Environment and Operations, and Governance and Integrity -- bring together subject matter expertise from across the organization to inform CR initiatives, share insights, identify and evaluate key performance indicators, and support data collection and reporting, which reinforces shared ownership of CR outcomes across functions and regions.

## Advancing Regulatory Readiness

In 2025, we further strengthened our CR governance to support regulatory readiness and evolving disclosure expectations. An ESG Regulatory Working Group, composed of leaders

from Legal, Finance, Ethics and Compliance, ESG teams, and other key functions met regularly throughout the year to support Alnylam’s double materiality assessment aligned with the European Union’s Corporate Sustainability Reporting Directive (CSRD), and to provide ongoing oversight of emerging ESG priorities, risks, and opportunities. Find more information on our Double Materiality Assessment [here](#).

Alnylam regularly reviews and evolves this CR governance framework to reflect business growth, geographic expansion, and stakeholder expectations. By embedding CR and ESG governance into existing leadership structures and decision-making processes, we reinforce governance discipline while supporting responsible growth, transparency, and long-term value creation.



## CORPORATE RESPONSIBILITY GOVERNANCE STRUCTURE



# Ethics and Compliance

## Oversight and Accountability

Alnylam’s Global Ethics and Compliance (E&C) Program underpins how we operate and reflects our commitment to ethical conduct, responsible business practices, and compliance with applicable laws, regulations, and industry codes and guidelines.

The Global E&C Program is supported by a robust governance and oversight framework. Our Corporate Compliance Committee (CCC), composed of members of the Executive Leadership Team and co-chaired by the Chief Executive Officer and Chief Ethics and Compliance Officer (CECO), meets regularly to assess and address potential compliance risks and to provide oversight of the Global E&C Program.

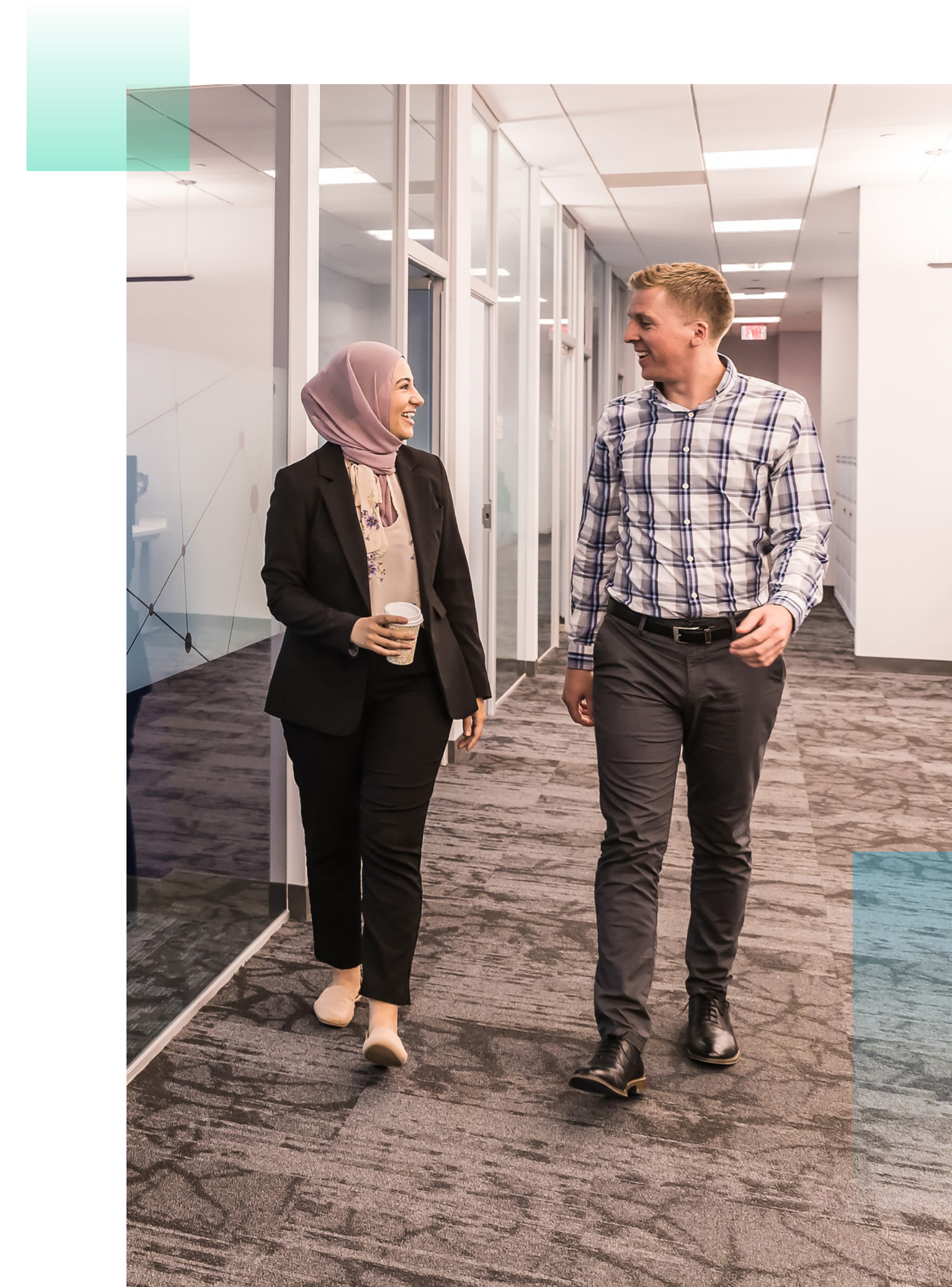
A network of cross-functional compliance committees at the regional, market, and functional levels extends this oversight across the enterprise, engaging leaders in identifying and managing risks and helping ensure consistent understanding and application of compliance expectations.

The CECO also provides regular updates to the Board’s Nominating and Corporate Governance Committee, which oversees non-financial compliance matters. Through ongoing dialogue with the CECO and management, the Committee monitors the Company’s evolving risk profile, the effectiveness of the Global E&C Program, and the implementation of risk mitigation efforts. The CECO also attends and participates in Audit Committee meetings, which are held on a quarterly basis.

## Transparency and Disclosures

Transparency is a core component of our approach to ethics and compliance. We continue to meet applicable transparency obligations at the state and federal levels in the United States, as well as globally, by disclosing relevant payments and other transfers of value to healthcare professionals, healthcare organizations, and patient organizations.

We actively monitor changes in local laws and regulations and remain committed to meeting applicable requirements and expectations.



## Culture of Integrity, Ethical Conduct, and Open Reporting

Our Global E&C Program emphasizes integrity as a shared responsibility and supports ethical decision-making throughout the organization. Leadership engagement plays an important role in reinforcing expectations related to integrity, accountability, and compliance.

Alnylam’s [Code of Business Conduct and Ethics](#) remains the global standard for our company values and our commitment to ethical practices and principles. While Alnylam operates in regions with distinct laws and regulations, this global Code helps ensure we consistently uphold high standards for responsible operations, product quality, patient safety, privacy, ethical research, communicating product information, employee wellbeing, and other key areas, wherever we operate.

A strong “Speak Up” culture is central to living the values and commitments of our Code and

making sure that employees feel comfortable raising questions or concerns without fear of retaliation. Employees may report concerns through multiple channels, including managers, Human Resources, the Legal and Ethics and Compliance teams, or a confidential global reporting hotline, as outlined in our Code and Open Door Policy. We maintain a strict non-retaliation policy and take all reports seriously. The Alnylam Helpline is available 24/7, both by phone and online, for reporting concerns, including anonymously. The Helpline, which is managed by a third party on Alnylam’s behalf, is available at [helpline.alnylam.com](https://helpline.alnylam.com) (and includes all relevant local phone numbers). All reports of concerns received by Alnylam are addressed in accordance with company policies and applicable laws.

In 2025, we continued to amplify our culture of integrity through multiple engagement channels with employees globally. Throughout the year, our CECO issued periodic Compliance Bulletins, and our E&C team partnered with senior leadership at large-scale company meetings to deliver key messages related to our

Speak Up culture and personal accountability for compliance. The E&C team also refreshed our global Compliance Champions program, comprised of cross-functional employees selected to serve as a bridge between E&C and the broader organization. The Champions help E&C further embed our compliance program into organizational, cultural, and business operations by socializing and leading E&C initiatives, such as local training and communications efforts, to bolster organizational awareness of every employee’s responsibility to carry out their daily work with the highest standards of ethics and integrity. In addition, our annual Integrity Week continues to reinforce the importance of compliance and ethical decision-making across the organization. The 2025 program created space for meaningful dialogue around how our values guide everyday actions. Through coordinated activities across offices and digital platforms, Integrity Week helps instill accountability and open communication into how we work throughout the year.

### INTEGRITY WEEK

**Acting with strong standards of ethics and integrity is a fundamental component of Alnylam’s Open Culture.**

We held Alnylam’s annual Integrity Week in June 2025 to amplify the power of Open Culture, one of our Core Values, which is essential to our mission of delivering medicines for patients who are counting on us. Our 2025 Integrity Week marked the highest level of engagement to date in local offices across the globe, featuring fireside chats with senior leaders and a global panel discussion on how an ethical and open environment plays out in our daily work, with hundreds of live attendees.



## Embedding Ethics and Compliance Across Business Operations

We also continued to build operational excellence through the ongoing development and enhancement of policies, procedures, processes, tools, and training.

For example, in 2025, as part of the Buying@Alnylam program, the E&C team launched an upgraded tool to harmonize, streamline, and strengthen our compliance review and approval processes. This tool includes integrations with our contracting tool to support employee compliance with policies on engaging healthcare professionals and other stakeholders.

The E&C team issued a new Global Policy on Enterprise Risk Management to support effective cross-functional risk management to protect Alnylam’s reputation and the company’s ability to achieve its strategic objectives. E&C also issued the U.S. Field Guide to provide the

U.S. field teams greater clarity in their roles and the resources they need to assure compliance in their daily work.

Lastly, we issued a refreshed all-employee campaign for disclosing potential conflicts of interest, providing transparency, implementing safeguards to ensure objective decision-making on behalf of Alnylam, and helping to protect the company’s reputation.

## Responsible Tax Practices

Alnylam is committed to abiding by all tax laws in the countries in which we operate and paying all taxes due. We have a zero-tolerance approach to non-compliance with tax laws.

Oversight and responsibility for tax matters lies with our Global Tax Department, reporting to our Chief Financial Officer. Our policies and procedures—overseen by our Board of Directors and Audit Committee—are designed to comply

with all applicable laws and regulations and are regularly reviewed and updated to reflect changing tax landscapes.

Consistent with our commitment to sustainable values, we prioritize tax governance, compliance, planning, risk management, and transparency. We maintain constructive relationships with governmental authorities, recognizing the importance of engaging in open and transparent dialogue, and acting with integrity. Additional information about Alnylam’s taxes is disclosed in the notes to our consolidated annual financial statements, which are subject to independent audit.

## UPHOLDING HUMAN RIGHTS ACROSS OUR VALUE CHAIN

Grounded in our Core Values and aligned with Alnylam’s Code of Business Conduct and Ethics, in 2025, Alnylam introduced our Human Rights Principles.

These Principles outline how we approach ethical, legal, and compliance standards relevant to our business and stakeholders in a responsible manner. They reflect our commitment to respecting human rights across our operations, including promoting safe and healthy workplace conditions, prohibiting forced and child labor, supporting fair compensation practices, and upholding respect for individuals involved in research, development, and clinical trials.

Our approach is informed by internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We also expect suppliers and business partners to uphold standards of ethical conduct consistent with Alnylam’s Third Party Code of Conduct.

Learn more by reviewing our [Human Rights Principles](#).

# Data Security, Privacy, and Cybersecurity

**Protecting sensitive information is essential to maintaining the trust of patients, employees, partners, and other stakeholders.**

As we grow in scale and geographic reach, the complexity of our digital systems, data security, privacy, and cybersecurity also increases. Our Global Privacy Program incorporates privacy-by-design principles and supports the responsible handling of personal data across the enterprise. Cross-functional collaboration across IT, privacy, legal, compliance, and business teams strengthens our cybersecurity posture and risk management.

We maintain administrative, technical, and physical safeguards to protect the confidentiality, integrity, and availability of our information. This includes personal data,

clinical and research information, intellectual property, and other business-critical data.

These practices support compliance with privacy and security requirements and enable the thoughtful adoption of advanced digital tools and emerging technologies such as artificial intelligence.

## Responsible Use of Artificial Intelligence

Artificial intelligence (AI) has the potential to accelerate scientific discovery, enhance operational efficiency, and support informed decision-making. As we explore and apply AI-enabled tools, we are committed to governing their use responsibly, ethically, and in alignment with our values and evolving regulatory expectations.

Our approach to AI is guided by [Alnylam's Responsible Use of Artificial Intelligence statement](#), which outlines principles related to transparency, accountability, data privacy and security, and appropriate human oversight. Oversight of AI-related activities is supported by a cross-functional AI Governance Council, and AI is integrated within existing governance frameworks to help maintain trust while enabling innovation. As AI technologies and regulatory expectations continue to evolve, we will refine our approach through ongoing oversight and collaboration.



# Supplier Responsibility

## Alnylam’s suppliers play a critical role in supporting our operations and advancing our mission.

Our approach to supplier responsibility balances ethical conduct, regulatory compliance, and responsible business with a focus on operational excellence, performance, and reliability across our global supply chain.

Our supplier responsibility framework is grounded in our Global Strategic Sourcing Policy and Supplier Code of Conduct. They set clear expectations for ethics and compliance, human rights and labor practices, environmental policies and actions, and adherence to applicable laws and regulations. We also evaluate suppliers based on their technical capabilities, quality systems, and

operational performance, which includes their ability to consistently meet our business and manufacturing requirements. Taken together, these considerations help ensure we work with partners who align with our values and can reliably support our operations.

Our centralized Third-Party Risk Management (TPRM) program launched globally in February 2025 to identify, assess, and mitigate risks associated with third-party relationships. Since the program’s inception, we have evaluated over 550 third-party engagements across key risks areas including Information Security, Data Privacy, Ethics and Compliance, and Financial Solvency. This program includes proactive risk-based due diligence, ongoing risk monitoring, and supports consistent and scalable risk management across our operations.

## Supplier Engagement

At Alnylam, we view supplier engagement as a key enabler of responsible sourcing and long-term value creation, supporting a more inclusive, competitive, and resilient supply base. Partnerships with small businesses and diverse suppliers play an essential role in this vision, contributing to innovation, community impact, and sourcing agility while strengthening our strategies through collaboration and shared industry expertise.

In 2025, we advanced our multi-pronged strategy to establish a more diversified supplier base by enhancing internal alignment, expanding visibility to the supplier diversity program, and deepening our external outreach.

As a result, we achieved over 4% small business spend and reported over \$50 million in investment across various Small Business Enterprise (SBE) certifications to the U.S. government in accordance with applicable regulatory requirements.

In addition, we started transitioning to a new supplier diversity partner in 2025, designed to improve actionable insights and expand access to a wider network of small business and diverse suppliers. In partnership with this new platform, we plan to launch a registration portal to give small businesses and diverse suppliers a direct way to connect with us.

**SUPPLIER FEATURES**



**EyeCRO**

Since 2015, Alnylam has partnered with EyeCRO, a leading preclinical ophthalmic Contract Research Organization (CRO) based in Oklahoma City, OK, to advance several of our early-stage ophthalmology programs. EyeCRO is a small business with scientific expertise in ocular pharmacology, PK/tox, and efficacy modeling which are supported by state-of-the-art technologies such as electroretinography, fundus imaging, OCT, and optokinetic tracking. Their extensive suite of validated ophthalmic models has enabled us to efficiently generate high-quality, reproducible data for key decision-making activities of several programs.



**nference®**

nference®, an innovative AI-driven healthcare data company headquartered in Cambridge, Massachusetts, is one of the small businesses we partner with to strengthen our research ecosystem. Through its nSights platform, nference® analyzes extensive de-identified multimodal clinical data, including longitudinal patient histories, clinical notes, lab results, and medical imaging, to generate high-quality real-world evidence while maintaining strong privacy safeguards. Its advanced AI and data harmonization capabilities help convert complex biomedical data into insights that aim to support our decision-making. Reflecting evolving portfolio needs, our engagement with nference® expanded further in 2025.

**2025 ACHIEVEMENTS**

**222**

unique Small Business Enterprise (SBE) suppliers

**4.22%**

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

**\$50.2M+**

spent with Small Business Enterprises (SBE)

**\$3.4M+**

spent with Women-Owned Small Businesses (WOSB)

**\$0.8M+**

spent with Veteran-Owned Small Businesses (VOSB)

**\$7M+**

spent with Small Disadvantaged Businesses (SDB)

**\$0.5M+**

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

**\$0.6M+**

spent with HUBZone (Historically Underutilized Business Zone) Businesses

# Political Engagement and Policy Advocacy

**Alnylam recognizes the importance of engaging thoughtfully and sharing our perspective on relevant public policy matters that impact the advancement of genetic medicines and the patients we serve.**

We view political engagement as one tool to advance our voice on policies such as promoting innovation and enhancing patient access.

The Alnylam Political Action Committee (PAC) brings together voluntary contributions from eligible employees to support candidates for federal office, following an internal review process. All PAC activities are overseen by an internal PAC Governance Committee, composed

of cross-functional senior-level business leaders who evaluate every candidate prior to approval. In 2025, Alnylam’s PAC contributed to individual candidates who support our values for United States federal office in both major parties. Alnylam PAC does not currently contribute to state PACs, and does not contribute to 527 groups, such as super PACs. In compliance with Federal Election Commissions (FEC) regulations and rules, the Alnylam PAC files monthly reports disclosing all contributions, which can be found [here](#).

In 2025, our PAC contributed a total of \$119,000 at the federal level, with 47% going to candidates from the Democratic Party and 53% going to candidates from the Republican Party. For more information, please refer to the filing submitted under the Alnylam PAC FED ID: C00670331.

## Policy Advocacy

Alnylam advocates for policies that support genetic medicine development and a thriving biotech innovation ecosystem to advance 21st century medicine and patient access to these transformative therapies. More information on policies Alnylam advocates on can be found [here](#).

Additionally, Alnylam is a member of BIO, MassBio, and Life Sciences PA (a major trade association for the global life sciences industry, and two of its state-level affiliates), which further help to support policies that protect patient access and biopharmaceutical innovation.



# Q&A with John Mariano

## Head of Artificial Intelligence, Data, and Engineering



### **Q: Starting simply, why does AI matter for Alnylam right now?**

AI is not about replacing human judgment; it's software that identifies patterns, supports predictions, and automates repetitive or time-consuming tasks. Used thoughtfully, it helps scientists, business teams, and operations leaders make better, faster decisions aligned with our values, regulatory obligations, and responsibility to patients.

For Alnylam specifically, AI matters because we generate enormous volumes of data across research, manufacturing, and commercial operations. The opportunity is to turn that information into insight. When paired with the right foundations, trusted data, clear governance, and appropriate controls, AI becomes a force multiplier for the innovation we're already pursuing.

### **Q: What distinguishes Alnylam's approach to AI and data from an enterprise perspective?**

We are taking an enterprise-wide approach from day one. Rather than deploying AI

function by function, we are integrating data and advanced analytics across the company to support consistency, shared understanding, and stronger governance.

We also have a structural advantage: we don't carry the deeply entrenched legacy platforms that slow many organizations down. This gives us the opportunity to modernize thoughtfully, aligning and strengthening what we have, then selectively introducing technologies that work at an enterprise scale. Our priority is ensuring data can be accessed, understood, and used appropriately across the enterprise, supported by a common lexicon, clear ownership, and a unified platform architecture.

### **Q: How are you building the right capabilities and safeguards to support this work responsibly?**

Our 2026 plan is anchored in three reinforcing pillars.

The first is learning and development. An AI-enabled organization requires shared understanding, so we are rolling out AI and data

training enterprise-wide — from foundational literacy to advanced, role-specific use cases.

The second is our enterprise data platform. Alnylam generates vast amounts of data across research, clinical development, manufacturing, and supply chain. Bringing this together in a unified, reliable environment is the prerequisite for meaningful AI adoption — and for ensuring the quality, traceability, and auditability of our business demands.

The third is data governance. We are clarifying ownership and stewardship, defining standards, and making it easier for people to find and trust the information they need.

By focusing on these fundamentals first, we create an environment where AI is adopted intentionally rather than opportunistically. Over time, this helps our scientists move faster, reduces duplication of effort, and supports better decisions across the business — all while reinforcing trust that emerging technologies are used in ways consistent with our values and obligations.

# Data

AInylam 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 P<sup>5</sup>x25” 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 P<sup>5</sup>x25” 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
<b>HC-BP-210a.1</b>	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: <a href="https://clinicaltrials.alnylam.com">https://clinicaltrials.alnylam.com</a>
<b>HC-BP-210a.2</b>	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.
<b>HC-BP-240b.2</b>	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.
<b>HC-BP-240b.3</b>	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	
<b>HC-BP-250a.1</b>	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: <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program</a> .
<b>HC-BP-250a.2</b>	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: <a href="https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-systemfaers/fda-adverse-event-reporting-system-faers-public-dashboard">https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-systemfaers/fda-adverse-event-reporting-system-faers-public-dashboard</a>

## 2025 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
<b>HC-BP-250a.3</b>	Number of recalls issued, total units recalled	Zero recalls to report in 2025.
<b>HC-BP-250a.4</b>	Total amount of product accepted for takeback, reuse, or disposal	In 2025, Alnylam accepted 299 vials of returned product, 160 of which were reused.
<b>HC-BP-250a.5</b>	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.
<b>HC-BP-260a.1</b>	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.
<b>HC-BP-260a.2</b>	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.
<b>HC-BP-260a.3</b>	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None
<b>HC-BP-270a.1</b>	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.
<b>HC-BP-270a.2</b>	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: <a href="http://www.alnylam.com/codeofconduct">http://www.alnylam.com/codeofconduct</a>
<b>HC-BP-330a.1</b>	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
<b>HC-BP-330a.2</b>	(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>
<b>HC-BP-430a.1</b>	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.
<b>HC-BP-510a.1</b>	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.
<b>HC-BP-510a.2</b>	Description of code of ethics governing interactions with health care professionals	Alnylam Code of Business Conduct and Ethics: <a href="http://www.alnylam.com/codeofconduct">http://www.alnylam.com/codeofconduct</a>
<b>HC-BP-000.A</b>	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.
<b>HC-BP-000.B</b>	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Alnylam Pipeline Website: <a href="https://www.alnylam.com/alnylam-rnaipipeline/">https://www.alnylam.com/alnylam-rnaipipeline/</a>

## 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)
<b>GRI 2: General Disclosures 2021</b>	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.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 2: General Disclosures 2021</b>	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.	
<b>GRI 3: Material Topics 2021</b>	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.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 201: Economic Performance 2016</b>	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.
<b>GRI 203: Indirect Economic Impacts 2016</b>	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.
<b>GRI 203: Indirect Economic Impacts 2016</b>	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.
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 79.
<b>GRI 205: Anti-corruption 2016</b>	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.
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K	10-K p. 54.
<b>GRI 207: Tax 2019</b>	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.
<b>GRI 207: Tax 2019</b>	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.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 302: Energy 2016</b>	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.
<b>GRI 303: Water and Effluents 2018</b>	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.
<b>GRI 304: Biodiversity 2016</b>	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

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 305: Emissions 2016</b>	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.
<b>GRI 306: Waste 2020</b>	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.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	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.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 401: Employment 2016</b>	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.
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	10-K	10-K p. 24.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 403: Occupational Health and Safety 2018</b>	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.
<b>GRI 404: Training and Education 2016</b>	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.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	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.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 416: Customer Health and Safety 2016</b>	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.
<b>GRI 417: Marketing and Labeling 2016</b>	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.
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CR Report	Alnylam CR Report: Governance: p. 79.
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Alnylam is not reporting on this metric	N/A
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	CR Report	Alnylam CR Report: Governance: p. 79.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	CR Report	Alnylam CR Report: Governance: p. 79.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	CR Report	Alnylam CR Report: Governance: p. 79.
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	CR Report	Alnylam CR Report: Governance: p. 79.

## 2025 GRI INDEX

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
<b>GRI 416: Customer Health and Safety 2016</b>	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.
<b>GRI 417: Marketing and Labeling 2016</b>	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.
<b>GRI 418: Customer Privacy 2016</b>	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
<b>Governance</b>	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
<b>Governance</b>	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>
<b>Strategy</b>	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
<b>Strategy</b>	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"> <li>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&amp;D sites.</li> <li>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.</li> <li>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.</li> </ul> <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
<b>Strategy</b>	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"> <li>• Identifying potential vulnerabilities in key operational and research sites due to extreme weather, energy system transitions, or regulatory changes.</li> <li>• Assessing transition risks related to evolving carbon regulations, energy markets, and stakeholder expectations, particularly as the biopharmaceutical sector responds to heightened climate accountability.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<b>Risk Management</b>	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
<b>Risk Management</b>	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"> <li>• Evaluating facility-level resilience to extreme weather and energy-supply disruptions.</li> <li>• Expanding renewable energy sourcing and efficiency programs.</li> <li>• Enhancing supplier engagement to reduce upstream emissions and improve data quality.</li> <li>• Strengthening data governance and verification processes to ensure accuracy of emissions and resource-use reporting.</li> </ul>

## ALNYLAM CLIMATE-RELATED FINANCIAL AND RISK DISCLOSURES

TOPIC	ALIGNED FRAMEWORKS: CDP, IFRS, S2, TCFD	DISCLOSURE	RESPONSE
<b>Risk Management</b>	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
<b>Metrics and Targets</b>	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.
<b>Metrics and Targets</b>	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
<b>Governance</b>	The processes, controls, and procedures of governance through which a company oversees and manages sustainability-related risks and opportunities.	Corporate Responsibility Governance: p. 83.
<b>Strategy</b>	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.
<b>Risk Management</b>	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.
<b>Metrics and Targets</b>	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
	<b>ESRS 1</b>	<b>General requirements</b>	Introduction Section of CR Report, supported by disclosures in 2025 Annual Report and Proxy Statement.
	<b>ESRS 2</b>	<b>General disclosures</b>	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 <a href="#">2026 Annual Report and Proxy Statement</a> .
		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.
	<b>ESRS E1</b>	<b>Climate change</b>	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.
	<b>ESRS E2</b>	<b>Pollution</b>	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
	<b>ESRS E3</b>	<b>Water and marine resources</b>	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.
	<b>ESRS E4</b>	<b>Biodiversity and ecosystems</b>	Immaterial to Alnylam
	<b>ESRS E5</b>	<b>Resource use and circular economy</b>	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.
	<b>ESRS S1</b>	<b>Own workforce</b>	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.
●	<b>ESRS S2</b>	<b>Workers in the value chain</b>	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.
●	<b>ESRS S3</b>	<b>Affected communities</b>	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.
●	<b>ESRS S4</b>	<b>Consumers and end-users</b>	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.
●	<b>ESRS G1</b>	<b>Business conduct</b>	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.



Learn more at [anylam.com](http://anylam.com)  
Follow us on social media:

-  AnylamPharma
-  AnylamPharma
-  @Anylam
-  Anylam Pharmaceuticals
-  Anylam Pharmaceuticals

