



This is the moment:  
**Explore Alnylam**





## Why Alnylam?

We are a company positioned for tremendous growth and a positive impact on patients. Investing in our employees is core to our culture and crucial to our success.

Offering a competitive Total Rewards package, including annual salary, cash bonus, equity awards and other benefits, not only allows us to attract and retain top talent, but is also an integral part of our commitment to invest in our employees.

As our employees focus on meeting the needs of patients who are our “north star”, we work to ensure that our programs keep pace with the market and meet the needs of our growing and diverse employee population – recognizing our employees for their hard work and results as we continue to advance our robust pipeline of innovative medicines.

**For prospective employees with “the right stuff,”  
this is the moment to join a company that is truly unique.**

January 2022

# Anylam 2022 Total Rewards

We're committed to supporting your total wellbeing, with a broad range of benefits to help you take care of yourself and your loved ones.

## Anylam offers a number of plans to help you stay healthy

These include medical services and support for mental health and substance abuse. Don't forget, Well Connection by BCBS (telehealth) is a convenient and safe way to get non-urgent healthcare advice!

## Stay healthy with one of two competitive plans from Blue Cross Blue Shield

A traditional PPO or a HDHP+HSA that gives you more control over your health care dollars.

## 401(k)

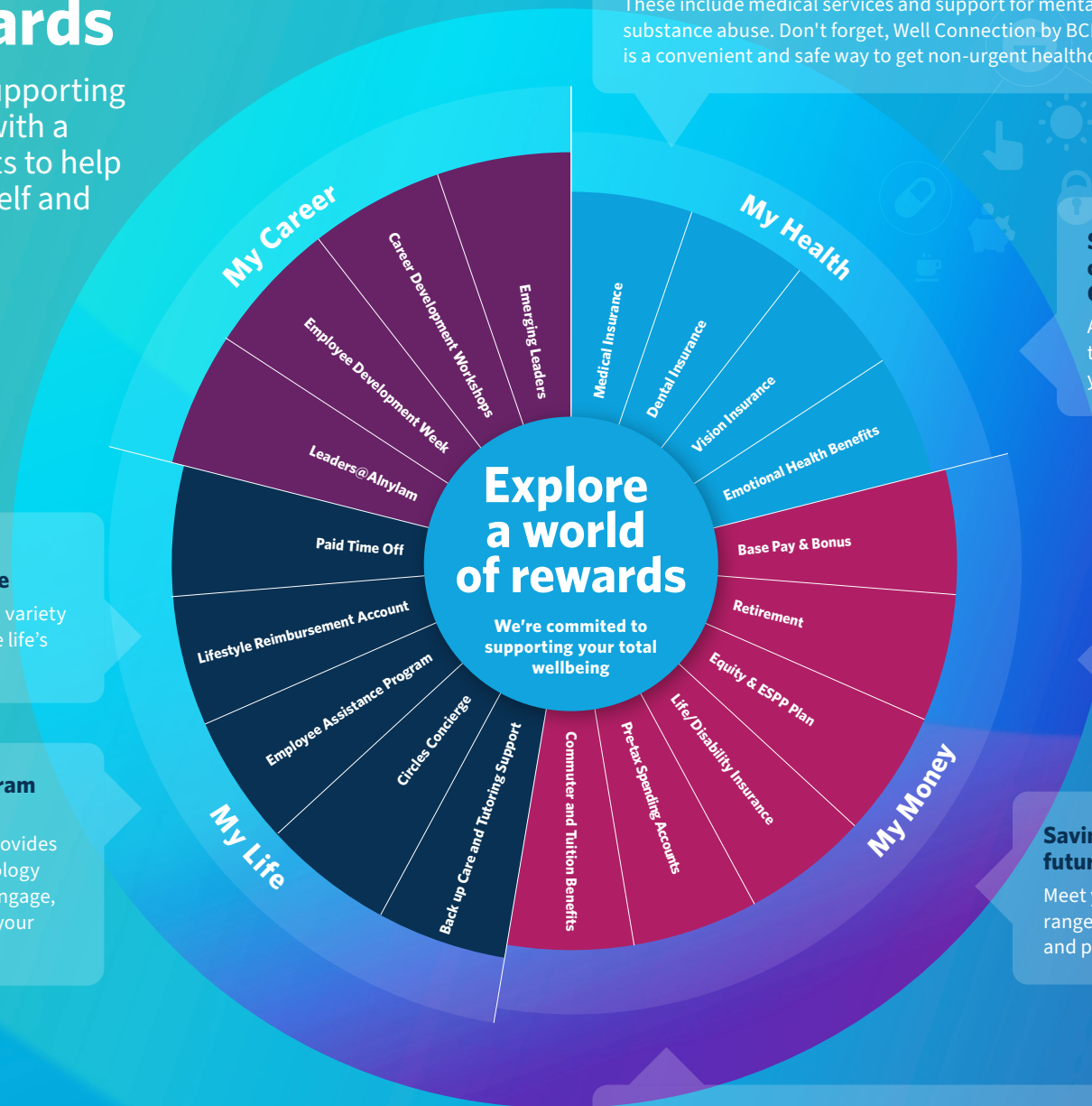
Get set for retirement, with automatic enrollment into our plan, a 4% employer match and immediate vesting.

## Saving and investing in your future is important

Meet your financial goals with Anylam's range of money-saving programs and plans.

## Tuition Reimbursement

We offer tuition reimbursement for any undergraduate, post-graduate level or certified courses related to your role.



## Balancing work and home life can be a challenge

At Anylam, you have access to a variety of programs to help you manage life's many competing priorities.

## Employee Assistance Program (EAP)

Our EAP vendor, Supportline, provides a program that connects technology and personalized advocacy to engage, empower and support you and your family's diverse needs.



# My Health

We're committed to supporting our employees' total wellbeing, with a range of healthy programs to help you take care of yourself and your loved ones.

## + Medical

Compare the plans using the table below

	PPO		HDHP	
	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Deductible</b>	\$0 individual / \$0 family	\$500 individual / \$1,000 family	\$1,500 individual / \$3,000 family*	
<b>Pre-Tax Spending Account</b>	Healthcare Flexible Spending Account		Health Savings Account	
<b>Alnylam's Contribution to Pre-Tax Account</b>	None		\$750 individual / \$1,500 family	
<b>Preventive Visit</b>	\$0	20% coinsurance	\$0	20% coinsurance
<b>Office Visits</b>	\$20	20% coinsurance	\$0, after deductible	20% coinsurance
<b>Diagnostic Testing</b>	\$0	20% coinsurance	\$0, after deductible	20% coinsurance
<b>High-Tech Imaging</b>	\$50 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
<b>Inpatient Hospital</b>	\$250 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
<b>Outpatient Hospital</b>	\$150 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
<b>Emergency Room</b>	\$200 per visit		\$150 per visit, after deductible	
<b>Medical Out-of-Pocket Maximum</b>	\$5,450 individual / \$10,900 family		\$6,450 individual / \$12,900 family	
<b>Prescription Drugs</b>	No deductible		After deductible**	
<b>Generic</b>	\$15 retail and mail-order	Not covered	\$10 retail / \$20 mail-order	\$20 retail
<b>Preferred Brand</b>	\$30 retail and mail-order	Not covered	\$25 retail / \$50 mail-order	\$50 retail
<b>Non-Preferred Brand</b>	\$50 retail and mail-order	Not covered	\$45 retail / \$135 mail-order	\$90 retail
<b>Prescription Out-of-Pocket Maximum</b>	\$1,000 individual / \$2,000 family		Combined with medical	
<b>Employee Bi-weekly Contributions</b>				
<b>Employee Only</b>	\$77.51		\$30.92	
<b>Employee +1</b>	\$162.78		\$64.92	
<b>Family</b>	\$214.03		\$85.37	

### Both plans include:

- ✓ Doctors, specialists and hospitals
- ✓ Preventive services that are covered in full
- ✓ 90-day prescription drug supply (available from CVS)
- ✓ Basic vision exams
- ✓ Acupuncture
- ✓ Behavioral Health benefits
- ✓ BCBS services, including Nurseline and Well Connection
- ✓ Exclusive discounts and reimbursements for health and wellness programs

You can also keep a doctor in your pocket with the Telehealth program – bringing you easy, convenient care on the go.

\* Unlike the Traditional PPO plan, the HDHP family deductible is an 'aggregate' deductible, which means that the entire family deductible amount must be satisfied before coverage kicks in for any one family member.

\*\* Certain preventive medications are not subject to the deductible. Ensure you review the BCBS preventive medications list to see how your prescription may be covered.



## Dental

Keep smiling with our comprehensive dental plan, offered through Delta Dental – bringing you an extensive, nationwide network of dentists.

### Dental Plan summary

Take a look at the table below for a breakdown of the covered services and costs.

PPO In-Network   Premier and Out-of-Network	
<b>Calendar Year Deductible</b>	\$50 individual / \$150 family
<b>Calendar Year Maximum</b>	\$2,000 per person
<b>Covered Services</b>	Coinsurance
<b>Preventive Care</b>	0%, no deductible
<b>Basic Restorative</b>	20% after deductible
<b>Major Restorative</b>	50% after deductible
<b>Orthodontia (for children and adults!)</b>	50% up to \$2,000 per lifetime
Employee Bi-weekly Contributions	
<b>Employee Only</b>	\$3.74
<b>Employee +1</b>	\$7.85
<b>Family</b>	\$12.41

## Vision

To help you see clearly, we offer a single, comprehensive vision plan through EyeMed. And to get care that suits you, you even have the flexibility to pick your own provider.

### Vision Plan summary

Take a look at the table below for a breakdown of the covered services and costs.

Service	EyeMed Access
Frequency	
<b>Eye Exam</b>	Once every 12 months
<b>Lenses or Contact Lenses</b>	Once every 12 months
<b>Frames</b>	Once every 12 months
In-Network Benefits	
<b>Exam</b>	\$10 copay
<b>Single / Bifocal / Trifocal Lenses</b>	\$10 copay
<b>Standard Lenses (Fit and Follow-Up)</b>	\$10 copay
<b>Frames</b>	\$180 allowance, plus 20% off of the balance
<b>Elective Contact Lenses</b>	\$180 allowance, plus 15% off of the balance
Out-of-Network Allowances	
<b>Exam</b>	Up to \$50 reimbursement
<b>Single Vision Lenses</b>	Up to \$42 reimbursement
<b>Bifocal Lenses</b>	Up to \$78 reimbursement
<b>Trifocal Lenses</b>	Up to \$130 reimbursement
<b>Frames</b>	Up to \$74 reimbursement
<b>Elective Contact Lenses</b>	Up to \$104 reimbursement
Employee Bi-weekly Contributions	
<b>Employee Only</b>	\$2.04
<b>Employee +1</b>	\$3.87
<b>Family</b>	\$6.45



# My Money

We offer a range of money-saving programs and perks designed with our employees in mind – helping you focus on your finances, now and in the future.

## 401(k) Savings Plan

To help our people get set for retirement, all permanent employees have the opportunity to participate in Alnylam's 401(k) Savings Plan through Fidelity Investments.

### Here's how it works...

- You can contribute up to 60% of your eligible earnings
- If you don't elect to join the Plan, you will be automatically enrolled at a rate of 6% with an employer contribution of 4% (100% on your first 2% and 50% on the next 4% of your contributions)
- Contributions are automatically deducted from payroll – pre-tax – up to a maximum of \$20,500 per year for 2022 (\$27,000 for employees age 50 or over)
- Participants are fully vested immediately upon enrollment
- You can opt out during the 30 days before making your first contribution to the Plan if you don't want to take part
- And if you have 401(k) funds in other plans, you can roll these over into your Fidelity Retirement account as well

## Base Salary

We take pride in offering our people a great range of rewards – and central to that is your base salary! When you take a job at Alnylam, you'll be provided with a competitive pay package to help support you in every aspect of your life.

## Health Savings Account

If you're enrolled in the HDHP, you'll be automatically provided with an HSA – helping you save for your healthcare expenses tax-free!

And what's more, your HSA comes with a helpful \$750 / \$1500 contribution from Alnylam. So, you can rest assured that your healthcare dollars will go further!

## Cash Bonus\*

The Annual Incentive Plan further supports our “pay for performance” philosophy through the linkage of individual's financial rewards to the company and the individual's performance. Corporate and individual goals are set at the beginning of each year and the results of these goals are assessed at end of year. Individuals will receive both an individual bonus multiplier and a corporate bonus multiplier\*\*. The higher an employee's level of achievement, the greater opportunity for financial reward.

## Tuition Reimbursement

To help you succeed in your studies, our Tuition Reimbursement Program reimburses up to \$7,500 per year for job related degree programs and certifications!

\*Postdocs are not eligible to participate in the Annual Incentive Plan.

\*\*The corporate multiplier is applied to bonuses awarded under the Annual Incentive Plan, and excludes employees eligible for the field incentive plans.



## Employee Stock Purchase Plan “ESPP” & Equity\*

Our ESPP and Equity plans are designed to allow all employees to be shareholders and share in Alnylam’s success.

- **The Annual Equity Plan** is a long-term incentive program that is designed to encourage employee ownership, align with our stockholders’ interests and provide focus on our long-term success. It is a broad-based program and is awarded to employees at all levels in the organization. Annual grants are a combination of 50% time-based Stock Options and 50% Performance Share Units (PSUs). New employees are offered equity grants upon hire that are a combination of 50% time-based Stock Options and 50% Restricted Stock Units (RSUs).
- **The ESPP** lets you buy Alnylam stock at a 15% discount. You can contribute up to 15% your base salary through payroll deductions.

## Flexible Spending Account

Help cover out of pocket healthcare and dependent care expenses – with tax-free contributions to boost your spendable income.

- **Healthcare FSA (HFSA)**  
Set aside up to \$2,850 for IRS-allowed healthcare expenses!
- **Dependent Care FSA (DFSA)**  
Contribute up to \$5,000 per year, per household to cover eligible dependent care expenses.

## Life / Disability

For peace of mind when you need it most, our Company-paid Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance is on hand.

- **Company-paid term Life Insurance and basic AD&D coverage** is equal to 2 times your annual base salary (3 times annual base salary as an executive) – with minimum coverage of \$100,000 and a maximum of \$1,000,000.
- **Short-Term Disability** provides paid leave when you’re out of work due to illness or injury for up to 26 weeks.
- **Long-Term Disability** provides benefits beyond the 26 weeks covered by STD – so you can rest up and recover without the financial worries.

## Transportation Benefits

### • **Transit Benefits**

Whether you take the train, bus, subway, ferry, UberPOOL, Lyft Shared or a combination of these transit options to get to work we will provide subsidize support via a pre-tax commuter account.

### • **Parking**

Parking privileges for one vehicle within the Company-designated parking facility – covered at 90%.

### • **Bicycle / walk**

Get \$100 direct into your monthly pay when you cycle or walk to work!



# My Life

Whether you're focused on family planning, looking for work / life balance or simply need a hand getting day-to-day things done, we've got the benefits you need to achieve your goals!

## Paid Time Off

Take a well-earned break with our generous Paid Time Off policies!

### Vacation Time

You'll build up a vacation allowance each month, based on your length of service with Alnylam. And if you've got any left over, you can roll over up to 5 days (40 hours) each year.

0-5 Years	5+ Years
15 days (120 hours) per year	20 days (160 hours) per year
Accruing at the end of the month at the rate of 1.25 days per month (10 hours)	
Maximum accrual of 15 days (120 hours) at any time	Maximum accrual of 20 days (160 hours) at any time

### Holiday Time

Every year, you'll get days off for national holidays - including:

- New Year's Day
- Martin Luther King Jr. Birthday
- Presidents' Day
- Memorial Day
- Juneteenth
- Independence Day
- Summer Recharge\*
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- New Year's Recharge\*

We hope you will use this time to relax, refresh and recharge!

\*Alnylam provides an opportunity each year to enjoy extended time off in conjunction with a major holiday.

## Family Leave

Alnylam is the place to be if you want to start, grow or care for your family! Paid time off is available to new parents, non-birth parents and adoptive parents, allowing time to adjust to your new home situation and bond with your child.

And if you need to care for family members with a serious health condition, you'll get paid time off to support you as you support them.

Type of Leave	Eligibility	Duration	Pay*
Maternity (paid through Short Term Disability)	Birth Parent	6 to 8 weeks (depending on delivery type)	100%
Family Leave - Baby Bonding	Birth Parent	10 or 12 weeks (depending on delivery type)	100% for first 6 or 4 weeks; 70% for remaining 6 weeks
	Non-birth Parent	12 weeks	100% for first 6 weeks; 70% for remaining 6 weeks
Family Leave - Caregiver	All employees	Up to 12 weeks	100% for first 6 weeks; 70% for remaining 6 weeks

\* Base pay

## Flex Days

If you're full-time, you'll benefit from 3 additional "flex" days (24 hours) that can be used at any point in the year.

## Sick Time

Paid Sick Days provides you with paid time off to care for yourself or a family member. If you're full time, you'll be eligible for up to 5 days (40 hours) of sick time per year. Part-time employees will be eligible on a pro-rated basis.





## ⚡ Lifestyle Spending Account

We are committed to supporting your health and wellbeing, but recognize that everyone's needs are different. That is why we offer a Lifestyle Reimbursement Account, which reimburses you up to **\$1,000 annually** for a multitude of items beyond traditional gym memberships and fitness classes. We want to empower you to decide what will make you feel balanced and whole – whether it is physical fitness, emotional support, financial planning programs, or even personal development classes (such as art, cooking, and more). We're here to support your needs, however you define them.

## 🗨️ Employee Assistance Program

More than ever, we feel the need to support your mental health and emotional fitness requirements. We all need a little help sometimes, and our new Employee Assistance Program (EAP) is designed to support you and your loved ones.

SupportLinc provides a program that connects technology and personalized advocacy to engage, empower and support you and your family's diverse needs.

## 🤝 Community Service

All Alnylam employees are granted 8 hours of paid time off each year to volunteer with nonprofit organizations during Alnylam organized events like Community Service Week/Day or if unable to participate employees are welcome to work with their managers to use these hours to volunteer with nonprofits of their choice during work hours.

## 👨👩 Family Planning

Alnylam supports our employees and their growing families with a variety of programs including a \$10k allowance to help with adoption, surrogacy and other family planning costs not covered by our core programs.

## 🛒 Back Up Care Benefits

Balancing home and work life is more difficult than ever before. Alnylam partners with Bright Horizons to offer employees access to last minute back up care for both children and adults. Bright Horizons also offers virtual tutoring support for your family through your back-up care program. By exchanging a back-up care use, families receive a 4-hour block of online tutoring and homework help from experts.

Alnylam also partners with Outschool to offer virtual and on-demand “babysitting” and tutoring platforms that offer engaging, fun, and educational sessions for your children.



## Fitness and Wellbeing

The Alnylam Fitness and Wellbeing benefits provide a broad range of programs and activities to support employees' efforts to improve or maintain their health. Programs include:

- Reimbursement for as needed COVID testing for employees and their immediate family members
- Annual Flu shot clinics
- Global wellness challenges
- Live virtual fitness classes offered globally throughout the week
- Annual reimbursements for physical fitness, emotional support, financial planning programs, personal development classes (such as art, cooking, etc.) and more through the Lifestyle Spending Account

## Mental Wellbeing

Alnylam employees have access to the Headspace Plus App. Get happy. Stress less. Sleep soundly. Headspace is your guide to everyday mindfulness in just a few minutes a day. Choose from hundreds of guided meditations on everything from managing stress and anxiety to sleep, productivity, exercise, and physical health.

## Employee Discounts

Bag a bargain and make great savings with our extensive range of discounts. From restaurants to art passes, we've got a discount for you!

### **Includes:**

- Identity Protection
- Legal Protection
- Computer / Tech Discounts
- Cell Phone BYOD and Provider Discounts
- The Learning Experience
- ZipCar for Business
- KinderCare
- deCordova Art Museum
- TicketsAtWork
- Amusement Parks
- Fuji at Kendall Square
- BlueBikes Bike Share
- MassBioRewards
- Champions at Cambridge Marriott Hotel

## Circles Concierge

Alnylam offers you a 24 / 7 personal assistance service through Circles – on hand to help you with everything from product research to contractor referrals to personal travel arrangements! There is a cost for the goods procured; however the service is free!

## Pet Insurance

To keep your pets healthy, you can enroll in pet insurance with payroll deduction through Nationwide at any time.





# My Career

At Alnylam we offer targeted programs aimed at developing our people at each stage of career growth. Additionally, we prioritize training and building diversity, equity, and inclusion in alignment with our core values of our Commitment to People and Open Culture.

## Individual Development

A series of ongoing elective learning workshops, curated e-learning collections, and keynote speaker events to support personal and career growth.

Includes topics like **Building Your Development Mindset, Emotional Intelligence, Growth Mindset, Resilience, Strengths Finders, LinkedIn Online Learning**, and more!

## Manager Development

A series of targeted people manager workshops, e-learning collections, and peer coaching networks delivered just in time to help people managers grow and lead their teams effectively.

Includes topics like **Coaching, Leading with a Growth Mindset, Feedback and Listening Skills, Goal Setting**, and more!

## Future Leader Development

A range of custom programs designed for Mid-Level Emerging Leaders, Women and Executives that focus on developing core and advanced leadership skills.

Includes topics like **Inclusive Leadership, Hogan Leadership Insights, Coaching & Mentoring**, and more!

## Diversity, Equity & Inclusion

A series of educational workshops, keynote speaker events, and ongoing programming, led by our Employee Resource Networks and designed to help us increase our common understanding of diversity, equity, and inclusion concepts.

Employee Resource Networks (ERNs) are affinity groups that elevate voices, and provide resources, mentorship, social networking, and other learning opportunities for all members and support Alnylam's efforts in becoming a leader in Diversity, Equity & Inclusion.

Includes topics like **Unconscious Bias, Understanding Race & Ethnicity in the Workplace** and more!

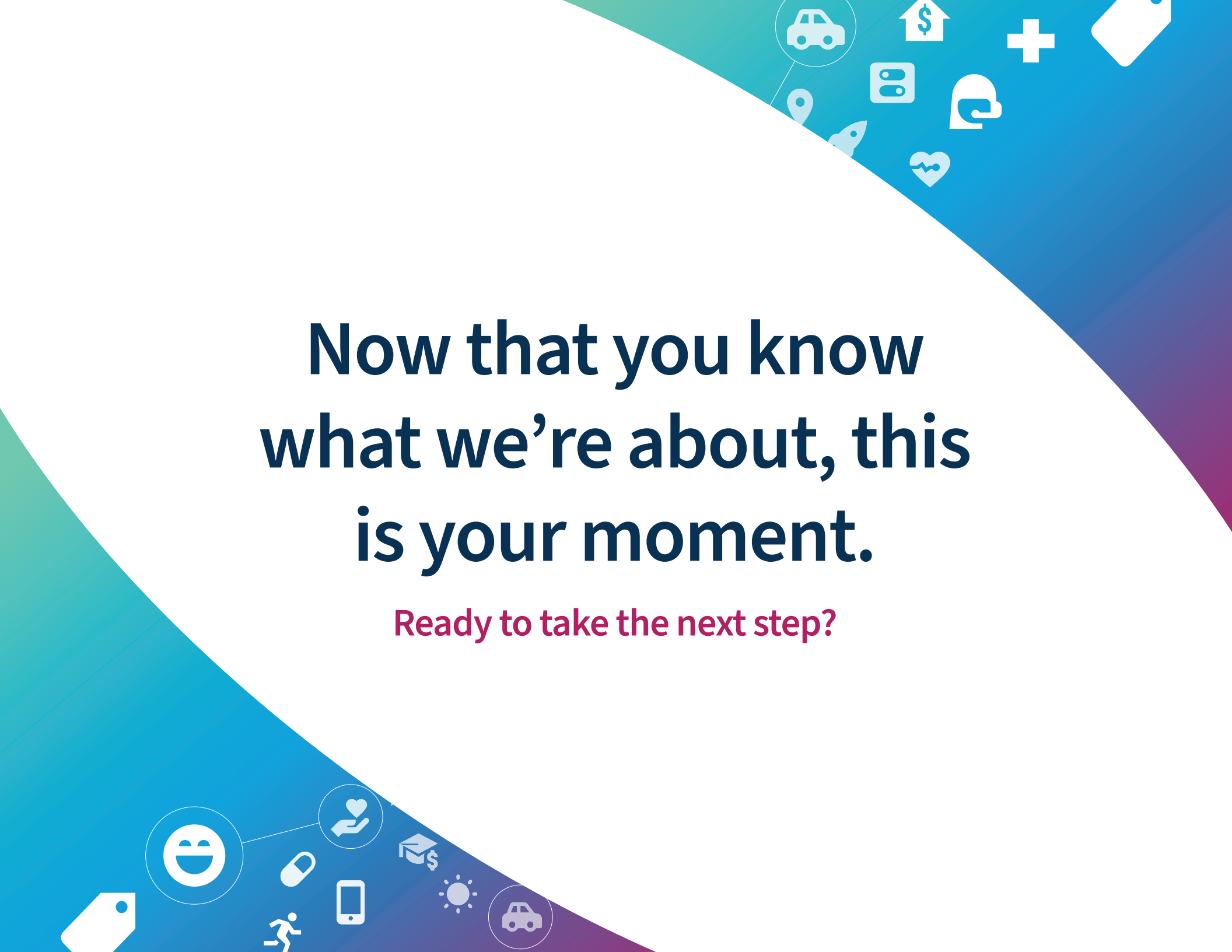
## Annual Employee Development Week

Each year we devote three focused days during an Employee Development Week for a series of professional development workshops and keynote sessions available to all of our global employees for their targeted individual growth and development.

## State of Our Science

Ongoing scientific seminars to help employees learn about relevant science and discoveries – keeping them up to date with what's happening in our industry!





**Now that you know  
what we're about, this  
is your moment.**

**Ready to take the next step?**

