

2022 ALNYLAM CORPORATE

RESPONSIBILITY REPORT

PATIENTS

SCIENCE

EMPLOYEES

COMMUNITIES

PLANET

GOVERNANCE



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When I began my role as Alnylam’s CEO in January 2022, I did so with confidence that Alnylam’s aspirations to become a top-tier biotech company were well within our reach. Our science is strong, our commitment to patients is our North Star, and the team driving our global growth is ready for the next chapter. Today, my confidence in our future has grown exponentially. I also recognize that our dedication to ethical, responsible business practices is a key enabler for our long-term success.

At Alnylam, we see ourselves as global citizens and leaders with a responsibility to achieve ambitious goals – goals that consider the barriers in place for millions around the world with limited access to quality healthcare and medicines. Founded with the aspiration to harness the power of pioneering RNAi therapeutics to help people with rare diseases, today we are on track to becoming a top-tier biotech company poised to enhance the lives of significantly more people throughout the globe.

As you read this year’s Corporate Responsibility Report, you will see that our commitment to improving human health and advancing health equity and inclusion is demonstrated in everything we do. We are setting clear goals and holding ourselves accountable across a range of impactful topics within our priority areas – Patients, Science, Employees, Communities, Planet and Governance. In 2022, I am especially proud that we:

- **Continued to demonstrate the strength and possibility for RNAi therapeutics**, launching our fifth product within four years and demonstrating positive results in clinical trials, including the APOLLO-B Phase 3 study of patisiran in August 2022.
- **Evolved our approach to outreach and inclusion within clinical trials**, setting diversity goals for our trials in common diseases, and training our clinical operations team in cultural competency frameworks that will allow them to better serve communities who have traditionally been excluded from clinical trials.
- **Met all six comprehensive goals outlined in MassBio’s Diversity, Equity and Inclusion (DE&I) public pledge**. Our launch in the U.S. of a formal supplier diversity program quantified our more than

“**Dedication to ethical and responsible business practices is a key enabler for our long-term success. In 2022, we continued to drive our corporate responsibility strategy across our patients, science, employees, communities, planet, and governance pillars and have taken meaningful steps to transparently communicate our progress.**”

\$24 million spend with diverse suppliers and ensured we delivered quickly on our 2020 public pledge to address MassBio’s DE&I goals at Alnylam, alongside our life science industry peers.

- **Expanded our Alnylam Challengers global Community Impact Initiative to our European country teams**, focusing on the plight of refugee populations who face enormous barriers as they work to rebuild safe, healthy and productive lives in their adopted homelands.
- **Took significant steps to quantify and mitigate our global environmental footprint**. Climate change is an existential crisis of our time, and we believe every company has a role to play to protect the health of our planet. In 2022, we worked to better understand our greenhouse gas (GHG) emissions profile, use of water, and waste management process – data that will help us grow sustainably while working to reduce our environmental impact.

Alnylam is ready for the challenges ahead. Together we have the potential to help transform the health of patients all around the world. Our bold vision is to turn possibilities into realities, and our corporate responsibility is to achieve that vision. We are ready for the future and look forward to your thoughts and feedback as we meet these challenges together.

Yvonne Greenstreet, MBChB
Chief Executive Officer



ALNYLAM SNAPSHOT

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In 2022, Alnylam celebrated 20 years of working to transform the lives of patients around the world with pioneering RNA interference (RNAi) therapeutics. RNAi therapeutics work by “silencing” specific genes and disabling the production of specific proteins that cause disease. In doing so, our medicines target a disease’s “root” genetic cause. The science of RNAi has moved from a Nobel Prize-winning discovery in 2006 to an innovative, new class of medicines that grows in its positive impact on global health every year.

Today, Alnylam is on its way to becoming a top-tier biotech company by 2025 as we advance our P⁵x25 global strategy under which we aim to end 2025 with the following profile:

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

2022 by the Numbers

5

approved products – 4 wholly owned, and Leqvio® (inclisiran) through a licensing and collaboration agreement with Novartis

>10

therapeutics in clinical development pipeline, including several in late-stage development

\$894+

million in annual product revenue in 2022

\$880+

million in research and development investment in 2022

49%

year-over-year patient growth

60+

markets where patients have direct or distributor access to our medicines



Eric, Scientist (U.S.)



CORPORATE RESPONSIBILITY AT ALNYLAM

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Our CR Program embodies Alnylam’s “Challenge Accepted” philosophy and is guided by a global theme: “Accepting Challenges to Improve the Health of Humanity.” Our CR-related goals are inspired by Alnylam’s single-focused vision – to harness a revolution in biology for human health.

Focused on this mission, we have seen firsthand the barriers that individuals and families around the globe face in accessing quality healthcare to extend life expectancy and quality of life. In all we do, we know we must shift these inequities, addressing the underlying social, environmental, cultural, and economic factors that affect human health – the “social determinants of health”, or SDOH. Our CR team works to build initiatives across Alnylam to advance these goals throughout our 6 CR pillars: science, patients, employees, communities, planet, and governance.

Four core beliefs guide our ongoing CR work

- 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 to achieving breakthroughs.
- We believe all communities deserve access to health solutions and social support.

Health Equity Principles

- **Strategy:** Integrating health equity considerations throughout our business operations, decision-making and investments.
- **Science:** Advancing new medicines and innovations that increase accessibility and efficacy.
- **Advocacy:** Using our leadership platform to raise awareness and amplify patient voices.
- **Collaboration:** Bringing together payers, providers, governments, regulators, patient advocacy organizations, distribution partners, and other global stakeholders to develop systemic solutions that remove barriers to care.
- **Empathy:** Ensuring our culture and employees are inclusive and responsive to the needs of patients.

Our Corporate Responsibility Pillars



- **Science:** We advocate for science and innovation to address critical health and social issues.
- **Patients:** We strive to improve patients’ lives and enable potentially life-changing treatments.
- **Employees:** We foster an open, diverse culture where employees feel included, supported and heard.
- **Communities:** We actively engage people in tackling the world’s most pressing community and health equity challenges.
- **Planet:** We seek to improve the health and sustainability of our planet.
- **Governance:** We set high standards for our employees and partners.

CORPORATE RESPONSIBILITY HIGHLIGHTS

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Business Practices:

- Named one of **Newsweek's Most Responsible Companies** in the U.S. for the first time based on ESG scores
- Named a **Gold Team Massachusetts Economic Impact Award** winner for 2022 by MassEcon, for our continued investment in our Norton (MA) manufacturing facility
- Met all goals outlined by the **MassBio Pledge** to create a more equitable and inclusive life sciences industry
- Named to **Bloomberg Gender-Equality Index** for the 3rd year in a row

People and Patient Focus:

- Continued **Alnylam Challengers**, expanding to Europe, providing more than \$1.5 million in funding since its launch in 2021
- Named to the **Humankind 100**, celebrating the one hundred U.S. public companies with the highest Humankind Values
- Named to **LexisNexis® Innovation Momentum Global Top 100**, identifying companies laying the intellectual property foundation for future breakthroughs

Being a Respected Employer:

- Named to **The Boston Globe's Top Places to Work** for the 8th year in a row, the 2nd consecutive year as the #1 "Largest Employer"
- Recognized by **Science Magazine as Top Employer** for 4th year in a row
- Named one of **Fortune Magazine's Best Workplaces for Women** for the first time
- **Great Place to Work** certified in 11 countries in North America, Europe, South America and Asia

“Corporate Responsibility is woven throughout our business and has been an essential component since our founding. It’s inspiring to see the impacts on human health and the environment our employees made together in 2022.”

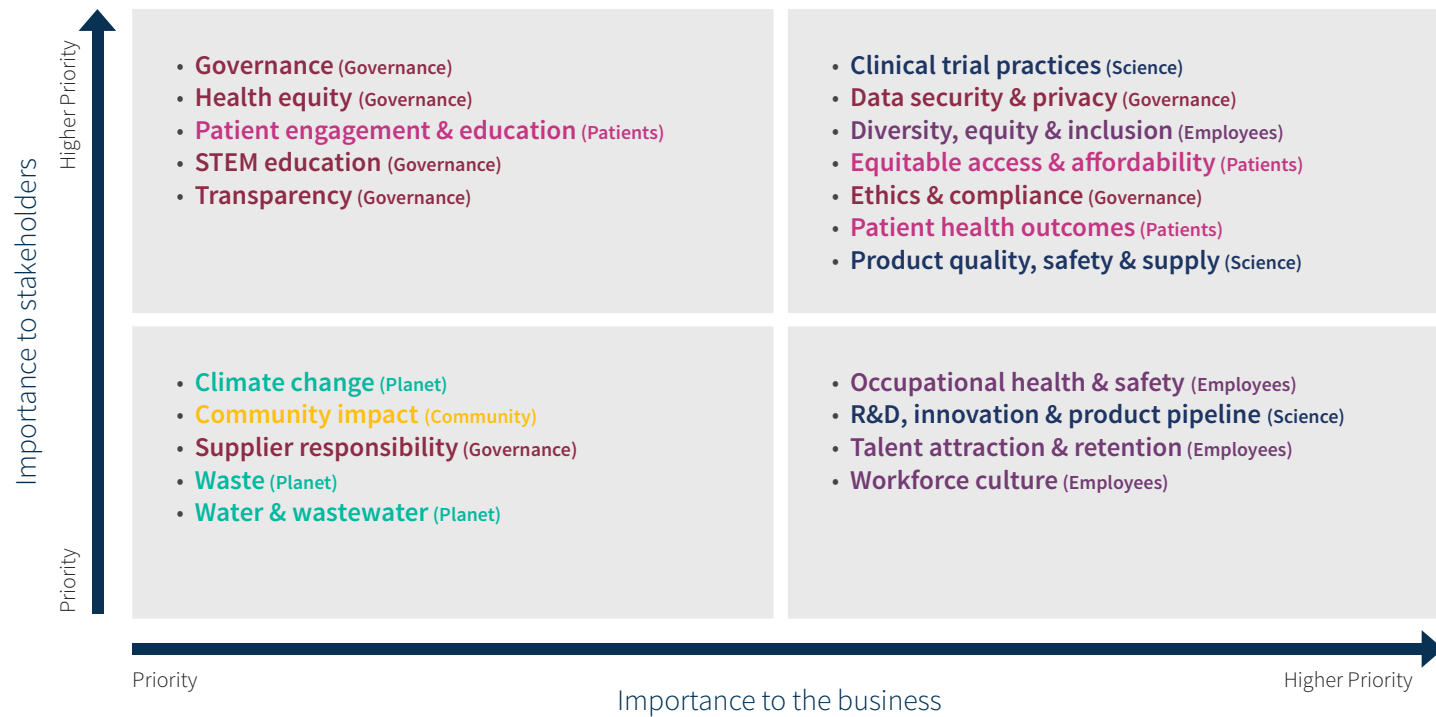
- **Christine Lindenboom**, SVP, Investor Relations and Corporate Communications



Alnylam U.K. colleagues with representatives from Refugee Action meeting to discuss the "Pathways to Work" program supported through the Alnylam Challengers global health equity initiative.

In 2021, we completed an inaugural multi-faceted materiality assessment to prioritize topics across the CR and ESG (environmental, social, governance) spectrum. Led by our CR Steering Committee and Director of Corporate Responsibility, this materiality matrix serves as our guide and forms the structure of this report, its contents, and key performance indicators.

Our CR initiatives are organized across five interconnected, stakeholder-related pillars. Each of these has a guiding imperative, leadership team, and accountability for tracking and managing our impact throughout the year. More information about our CR governance structure can be found in the Governance section of this report.






*Issues are listed in alphabetical order within each quadrant



ABOUT THIS REPORT

Our 2022 Corporate Responsibility Report was compiled by leaders at Alnylam and supported by employee working groups focused on each of our major CR pillars. These teams work together to set targets, develop key performance indicators over time and track our performance annually.

This report aligns with topics that were developed through our 2021 materiality assessment and further refined in 2022. It includes data specific to our 2022 fiscal year, though in some instances (where labeled) it includes baseline data that pre-dates 2022. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core Option and the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Standard.

UN Sustainable Development Goals (SDGs)	Commentary
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>We harness the potential of RNAi therapeutics to transform the lives of patients by investing to increase advocacy, access and affordability globally.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>We focus on creating a sustainable pipeline of RNAi-based medicines across several strategic therapeutic areas covering both rare and larger population disease through research and development, industry partnerships and an innovative manufacturing process.</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>We recognize that energy, water, and materials use; greenhouse gas emissions; material and hazardous waste; and transportation are among the largest contributors to Alnylam’s environmental footprint, and we are working to implement tracking and measurement tools and refine strategies to drive our environmental performance.</p>

“ In 2022, we continued to take meaningful steps in our corporate responsibility journey by expanding our health equity initiatives, making additional disclosures about our environmental footprint, and enhancing our employees engagement with our patients and in the communities where we live and work.”

- **Arun Skaria**, Director of Corporate Responsibility



INSPIRED BY OUR **PATIENTS**



Sophia, patient (UK)

We strive to improve patients' lives and enable access to potentially life-changing treatments.

At Alnylam, we can never lose sight of the patients whose health is at the core of everything we do. To fulfill our mission, our medicines must reach the patients who most need them. In everything we do, we are committed to listening to patients' needs and communicating with individuals, caregivers, healthcare providers and payers to ensure patients have sustainable, accessible healthcare.

Key Priorities in 2023:

- Implement DE&I activities across patient-facing initiatives, developing a framework to set and achieve measurable goals
- Set diversity enrollment, engagement and training goals for ongoing and future clinical trials for both rare and prevalent diseases
- Build and execute patient-focused drug development (PFDD) trainings for our R&D team
- Activate a network of patient champions across the organization
- Publish our 3rd Annual Rare Disease Trend Report

Related Material Topics:

- Equitable access and affordability
- Patient engagement and education
- Patient health outcomes



INSPIRED BY OUR PATIENTS

Alnylam's caring and professional patient-facing teams are our front line globally for patient access and engagement. Every day they work within patient communities to provide disease awareness and education, find ways to shorten patients' diagnostic journeys, and address treatment access and affordability. These patient-facing teams are committed to understanding and removing obstacles related to health equity and underlying social determinants of health, and ensuring that as our therapeutic offerings grow, so too does our breadth and depth of knowledge of patient outcomes and challenges.

Equitable Access and Affordability

Before our first drug approval, Alnylam committed to a [Patient Access Philosophy](#), a set of principles that guides how we think about pricing and access to our therapeutics, and this philosophy remains a cornerstone. We commit to:

- Help Patients
- Deliver Value to Payers and Partners Globally
- Be Proactive and Accountable

This year, we have combined our previously published Patient Access Philosophy Report and CR Report to ensure information regarding Alnylam's access-focused programs, decision-making processes and annual outcomes can be found in a single location available to all of our stakeholders. As we continue to expand our access initiatives, the CR Report will remain an annual touchpoint to detail the work associated with our Patient Access Philosophy.

2022 Access Highlights

3,775+

patients received Alnylam's RNAi therapeutics globally

350+

U.S. patients enrolled in commercial copay programs

60+

Value-Based Agreements signed with U.S. payers

1,000+

U.S. patients enrolled in Alnylam Assist™

700+

patients received Alnylam therapeutics under compassionate use

4.8

on a 5.0 scale average U.S. Alnylam Assist™ patient satisfaction score for all Alnylam therapeutics



Jean-Christophe, diagnosed with hATTR amyloidosis (France)

INSPIRED BY OUR PATIENTS

Addressing Health Equity for Patients

At Alnylam, we embrace the challenge to improve the health of as many people as possible, but we know many patients experience significant barriers that begin with accessing information about their disease and extend throughout their diagnosis and treatment. Working with patient organizations globally, we seek to better understand and begin to address barriers to health equity and access.

Expanding Patient Access Programs

Through various patient access programs, we provide patients access to diagnostic resources and genetic testing and we remove barriers for patients to gain access to our commercially available therapeutics. In addition, we enable access to our investigational drugs for treatment outside clinical trials when no comparable or satisfactory alternative therapy options are available. Our key programs include:

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

“Our pioneering therapies are only worthwhile if they are accessible to those who need them. Guided by our Patient Access Philosophy, we are always seeking new ways to remove barriers to ensure patients are getting the access, treatment, and the support they need.”

- Tolga Tanguler, Chief Commercial Officer

SPOTLIGHT ON COMPASSIONATE USE



Alnylam is privileged to collaborate with healthcare providers and clinical investigators. We know there are times when patients are ineligible for clinical trials and have no other options for therapies. In these circumstances, our Compassionate Use Policy outlines when we will consider providing treatment for an individual patient outside a clinical trial setting. We evaluate all requests in a fair and equitable manner. [Click here](#) to read more.



INSPIRED BY OUR PATIENTS

Market Access

Currently, we reach 21 markets through direct/hybrid distribution and 42 markets with our distributor network. Each year, we explore opportunities to create sustainable access pathways for patients around the world, even in countries where we do not have operations. Our Partner and Emerging Markets and International teams work diligently to ensure we have knowledgeable and trained providers, a consistent supply chain, regular monitoring, and ongoing patient services across our global footprint. In 2021, we created a cross-functional working group to outline the necessary requirements for creating a humanitarian access program. In 2022, this working group held consultations with internal and external stakeholders and further refined our strategy that will help us establish a humanitarian access program in the future.

U.S. market access

U.S. lives with confirmed access across commercial, Medicare, Medicaid, and other government payer categories:

- ONPATTRO®: Commercial: 98.8%, overall 99.6%
- GIVLAARI®: Commercial: 99.4%, overall 99.6%
- OXLUMO®: Commercial: 98.9%, overall 99.0%
- AMVUTTRA®: Commercial: 97.5%, overall 92.0%

Ex-U.S. market access

- 35+ countries where our therapies are reimbursed

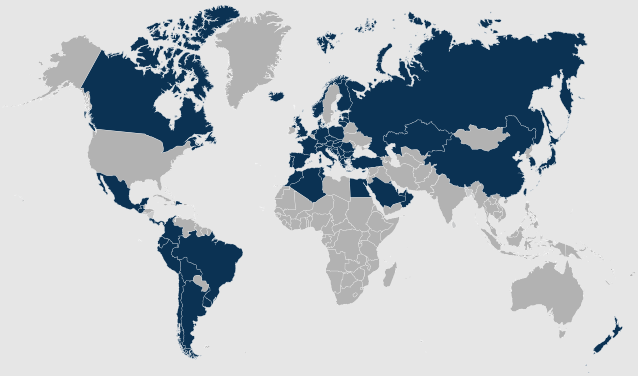
Affordability

Alnylam is committed to ensuring our products are responsibly priced, reflecting the value we deliver to patients, caregivers and society, and we are committed to minimizing the cost to patients.

Co-Pay Assistance

In the U.S., we continued our support for commercially insured patients through the **Commercial Copay Program**. A majority of patients pay \$0 out-of-pocket costs for Alnylam therapies. For eligible uninsured patients, the **Patient Assistance Program** works to provide Alnylam therapies at no cost.

EXPANDING PATIENT ACCESS TO RNAi THERAPEUTICS GLOBALLY



We are working hard year-over-year to increase access to our medicines for all who may benefit from them. We do this in three ways:



Direct Markets: Alnylam files regulatory submission and manages direct sales of approved medicines



Distributor Markets: Partner manages local regulatory submission and commercial distribution for faster market access to approved medicines



Hybrid Markets: Leverages distributor for regulatory submission where applicable; partner manages commercial distribution of approved medicines while Alnylam may drive promotional efforts

INSPIRED BY OUR PATIENTS

Value-Based Agreements

In 2022, our commitment to value-based agreements (VBAs) continued to advance our work with public and private U.S. insurers. To date, we have negotiated over 60 VBAs in the U.S. We work hard to ensure these agreements are not one-size-fits-all, and instead take into consideration the needs of patients and payers alike. We listen to payers' concerns in the same way we listen to patients and physicians and we tailor our approach to address individual concerns.

In Europe, we believe a more structured approach to access negotiations could be beneficial for reimbursement authorities and for companies developing innovative treatments and ultimately speed up time to reimbursement for patients. One way in which we're demonstrating our willingness to support more transparent and efficient dialogue between parties is through the value-based negotiation framework (VBNF), developed by Alnylam in collaboration with leading European economists and healthcare experts. The framework is a systematic process in which risks and uncertainties are assessed and prioritized up front, along with mutual common ground, enabling more efficient dialogue from the outset. The VBNF can be adapted to different countries and pricing and reimbursement processes.

The VBNF has been presented at several congresses including ISPOR (Professional Society for Health Economics and Outcomes Research) and EPA (World Evidence, Pricing and Access Congress) and discussed with multiple national health authorities, NGOs and other stakeholders across Europe.

We continue to publish our Rare Disease Trend Report. This valuable tool for payers helps outline the barriers faced by patients with rare diseases over a five-year period and provides insights into disease management. Our 3rd report will be published in early 2023 and will help continue to create an open dialogue on the challenges insurers face in a resource-constrained healthcare environment.

Patient Engagement and Education

Diagnosis, treatment and disease management is a personal and emotional experience. Patients and their caregivers can feel uncertain about their prognosis and how to navigate the financial burdens or ensure access and continuity of care. Patients are also looking for information and resources to help them live with their diseases, while balancing many other priorities in their lives. We strive to listen to and learn from the experiences of patients and caregivers to ensure that the resources we provide are relevant and help patients and families make decisions that are best for them. We regularly deploy opt-in patient satisfaction and engagement surveys to assess how patients feel about our programs and services, and interact directly with patients, caregivers, and advocacy leaders whenever possible through our previously established panels.

2022 PATIENT EDUCATION HIGHLIGHTS

490+

U.S. patient education events hosted by Alnylam

77,000+

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

13,000+

people participated in Alnylam-sponsored testing programs in Europe

90+

patient advocacy organizations engaged in Alnylam's network globally



Patients and advocates touring Alnylam's Norton Manufacturing Facility

INSPIRED BY OUR PATIENTS

U.S. Patient Services Team

In the U.S., our Patient Services team offers a broad range of assistance to patients seeking disease education, or support in accessing one of our therapies. Our Case Managers tailor every conversation to patients' individual needs and are available 365 days a year to help navigate accessing an Alnylam therapy. Case Managers can connect patients to various engagement and education opportunities, including referring patients to Alnylam Patient Education Liaisons (PELs). These professionals assist with disease education, provide resources and guide patients through decision-making processes. In 2022, we also introduced a self-scheduling tool allowing patients to speak with PELs directly based on a symptom-targeted search. Increasing the ability for patients to find and access these resources is important as Alnylam continues to provide educational opportunities for our therapies. We will continue to look for ways to automate and use technology to increase our patient connections.

Patient and Provider Communications

In 2022, we continued to provide information, tools and resources to help patients navigate conversations with healthcare professionals and family members. Our disease education programs and patient websites – [The Bridge U.S. and EU](#) (hATTR Amyloidosis), [Pinpoint AHP](#) (U.S.) and [Living with Porphyria](#) (EU) (Acute Hepatic Porphyria), as well as [Take on PH1](#) and [Living with PH1](#) (EU) - are written using patient-friendly language and are available in multiple countries and languages.

Our Patient Ambassador Program invites patients to share their experiences around living with a rare disease and receiving treatment. They then go on to participate in local educational programs that are hosted by our team of PELs where they share their approved stories with patient, caregiver and HCP audiences.

Patient Advocacy

Our Patient Advocacy teams are an essential part of how we bring information about RNAi medicines to patients. They build partnerships with patient organizations that serve rare disease communities around the world. As our therapeutic pipeline grows and evolves, we are expanding our network to ensure that the voices and perspectives of patients are integrated throughout the development of new and innovative RNAi therapies.

Throughout the year, we engage, collaborate with, and support various global advocacy groups to help increase disease awareness, enable early and accurate diagnosis and access to therapy, address patient unmet needs, and meet the unique as well as shared challenges of patient communities around the world. As of the end of 2022, our Patient Advocacy network includes 94 patient advocacy organizations in 27 countries.

“ We are grateful to work alongside advocacy groups around the world, raising awareness and addressing the needs of the patient communities we serve. Through collaboration and partnership, we provide information, education, and support to empower individuals and their families affected by rare genetic diseases.”

- **Tiffany Patrick**, VP, Patient Advocacy & Engagement

SPOTLIGHT ON PATIENT FOCUS AT ALNYLAM



We have established a cross-functional Patient Focus Working Group committed to representing patient and caregiver voices throughout our business operations. This group elevates the patient perspective in our R&D and clinical development process and works to improve the overall experience of patients working with Alnylam.



LEADING WITH OUR **SCIENCE**



Megha, Scientist (U.S.)

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

At the heart of Alnylam's success is a patient-first philosophy and sustainable scientific innovation that benefits global health. The Nobel Prize-winning discovery of RNAi has powered more than 20 years of growth and success and continues to guide our life-changing scientific advances. Today, we are investing in our platform to continue to build our therapeutics pipeline and collaborate with partners across the biopharmaceutical industry.

Key Priorities in 2023:

- Launch Patisiran for the treatment of hATTR amyloidosis with cardiomyopathy in the U.S., assuming regulatory approval
- Present topline interim results from Phase 1 study of ALN-APP, the first ever investigational RNAi therapeutic targeting a protein in the central nervous system for the treatment of Alzheimer's disease
- Present clinical results from the KARDIA Phase 2 clinical program of zilebesiran, an RNAi therapeutic in development for the treatment of hypertension
- Advance our preclinical programs to continue to build an industry-leading pipeline
- Continue to enhance our delivery platform to expand the reach and utility of RNAi therapeutics in new extra-hepatic tissues
- Continue to increase awareness, trust, and enrollment of underrepresented patients in clinical trials

Related Material Topics:

- Clinical trial practices
- Product quality, safety and supply
- R&D, innovation and product pipeline



LEADING WITH OUR SCIENCE

Alnylam has led the RNAi Revolution and will continue to deliver on our bold vision to turn scientific possibility into reality – transforming the lives of people afflicted with rare and prevalent diseases with unmet needs. Our commitment to scientific advancement at Alnylam means an R&D pipeline that considers the patient needs for our products today and in the future. We will continue to build our capabilities with the next generation of biotech professionals as an industry leader.

R&D Strategy

We are working tirelessly to achieve our goal to have over 20 clinical programs, with more than 10 in late-stage development and four investigational new drug applications (INDs) each year by 2025. Our pipeline currently includes more than 10 clinical-stage programs, with 5 Alnylam-discovered products already approved. We remain focused on five Strategic Therapeutic Areas (STARs): genetic medicines, cardio-metabolic diseases, hepatic infectious diseases, central nervous system (CNS) diseases, and ocular diseases.

R&D and Product Pipeline

Our modular, reproducible R&D platform for drug discovery has delivered outsized success rates. Alnylam's success record exceeds 60% from IND applications to positive Phase 3 trial results and approval – significantly higher than industry metrics which are often below 10%. This level of success can be attributed in part to the structure and dedication of our R&D teams, fostering a culture of teamwork that encourages collaboration and innovation between research and early product development experts. We continue to scale in R&D, investing \$880+ million in R&D in 2022. One of the tenets of Alnylam's drug development philosophy from day one has been to pursue drug targets that have been "genetically validated," contributing significantly to their probability of success in the clinic. To continue to fuel that success, we have made significant investments and continue to cultivate strategic partnerships with organizations like the U.K. Biobank and Our Future Health (OFH) which harbor large genomic libraries of genetic information tied to de-identified health records of thousands of individuals to help harness human genetics with the goal of identifying novel genetically validated therapeutic targets and powering the next wave of RNAi therapeutics.

On December 15, 2022, we hosted a virtual R&D Day event that showcased Alnylam's late-stage clinical efforts, next-wave programs, and platform advances. Alnylam CEO Yvonne Greenstreet kicked off the event, highlighting our journey over the last 20 years from observation to Nobel Prize to five innovative medicines approved. President Akshay Vaishnav emphasized the future of RNAi and the exciting capabilities we see in the prevalent disease space.

ALNYLAM'S PIPELINE

PRODUCT NAME	DISEASE/CONDITION	STAGE (Early/Mid, Late, Commercial)		
		Genetic Medicines	Cardio-Metabolic Diseases	Infectious Diseases
ONPATTRO® (patisiran) ¹	<i>hATTR Amyloidosis-PN</i>	●		
GIVLAARI® (givosiran) ²	<i>Acute Hepatic Porphyria</i>	●		
OXLUMO® (lumasiran) ³	<i>Primary Hyperoxaluria Type 1</i>	●		
Leqvio® (inclisiran) ⁴	<i>Hypercholesterolemia</i>		●	
AMVUTTRA™ (vutrisiran) ⁵	<i>hATTR Amyloidosis-PN</i>	●		
Patisiran	<i>ATTR Amyloidosis-CM Label Expansion</i>		●	
Vutrisiran	<i>ATTR Amyloidosis-CM</i>		●	
ALN-TTRsc04	<i>ATTR Amyloidosis</i>	●		
Fitusiran	<i>Hemophilia</i>		●	
Cemdisiran (+/- Pozelimab) ⁶	<i>Complement-Mediated Diseases</i>		●	
Belcesiran ⁷	<i>Alpha-1 Liver Disease</i>	●		
ALN-HBV02 ⁸ (VIR-2218)	<i>Hepatitis B Virus Infection</i>	●		
Zilebesiran (ALN-AGT)	<i>Hypertension</i>		●	
ALN-HSD	<i>NASH</i>		●	
ALN-APP	<i>Alzheimer's Disease; Cerebral Amyloid Angiopathy</i>		●	
ALN-PNP	<i>NASH</i>		●	
ALN-KH	<i>Type 2 Diabetes</i>		●	

¹ Approved in the U.S. and Canada for the polyneuropathy (PN) of hATTR amyloidosis in adults, and in the EU, Japan and other countries for the treatment of hATTR amyloidosis in adults with stage 1 or stage 2 PN.

² Approved in the U.S., Brazil and Canada for the treatment of adults with acute hepatic porphyria (AHP), and in the EU and Japan for the treatment of AHP in adults and adolescents aged 12 years and older.

³ Approved in the U.S. for the treatment of primary hyperoxaluria type 1 to lower urinary and plasma oxalate levels in children and adults, and in the EU and Brazil for the treatment of primary hyperoxaluria type 1 in all age groups.

⁴ Novartis has obtained global rights to develop, manufacture and commercialize inclisiran.

⁵ Approved in the U.S. for the polyneuropathy (PN) of hATTR amyloidosis in adults, and in the EU and Japan for the treatment of hATTR amyloidosis with stage 1 or 2 polyneuropathy.

⁶ Alnylam and Regeneron are evaluating potential combinations of the investigational therapeutics cemdisiran and pozelimab.

⁷ Dicerna is leading and funding development of Belcesiran.

⁸ Vir is leading and funding development of ALN-HBV02.

As of December 2023

LEADING WITH OUR SCIENCE

Product Development Partnerships

Alnylam's dedication to patient health outcomes means understanding that our success cannot happen alone. We partner to accelerate efforts to bring therapies to market that can transform patients' lives. In 2022:

- We continued our partnership with **Novartis** on Leqvio® (inclisiran), the first and only siRNA cholesterol-lowering treatment, under our license and collaboration agreement.
- We continued our work with **Regeneron** to discover, develop and commercialize new RNAi therapeutics for a broad range of diseases by addressing disease targets expressed in the eye and central nervous system (CNS) and a select number of targets expressed in the liver.
- We continued our partnership with **Vir Biotechnology** to advance an investigational RNAi therapeutic program for Hepatitis B and Hepatitis D.
- Our partner, **Sanofi**, announced positive data from the Phase 3 ATLAS-PPX study evaluating the safety and efficacy of once-monthly fitusiran in adults and adolescents with severe hemophilia A or B.
- We continued to work with **PeptiDream** to discover and develop peptide-siRNA conjugates that will create multiple opportunities to deliver RNAi therapeutics to tissues outside the liver.

Clinical Trials

Clinical trials evaluate the safety and efficacy of new treatments for patients and answer important questions about treatments before they become widely available. Alnylam's clinical operations team is committed to ensuring that clinical trials are safe, and our results are shared with patients, regulators, healthcare providers, researchers, and the public in a timely and easily accessible manner. At Alnylam, we know there is no more important measure of success than the trust our patients have in us. That commitment to trust, honesty, and integrity is core to our operations at every level and continues across our clinical trial practices.

“The strength of our RNAi therapeutics is demonstrated through the commercial launch of the fifth Alnylam-discovered product within four years, and the advancement of an organic pipeline of potentially transformative investigational medicines in both rare and common diseases.”

- Akshay Vaishnav, President



Alnylam Global Manufacturing Operations employees; members of our Alnylam Human Genetics group

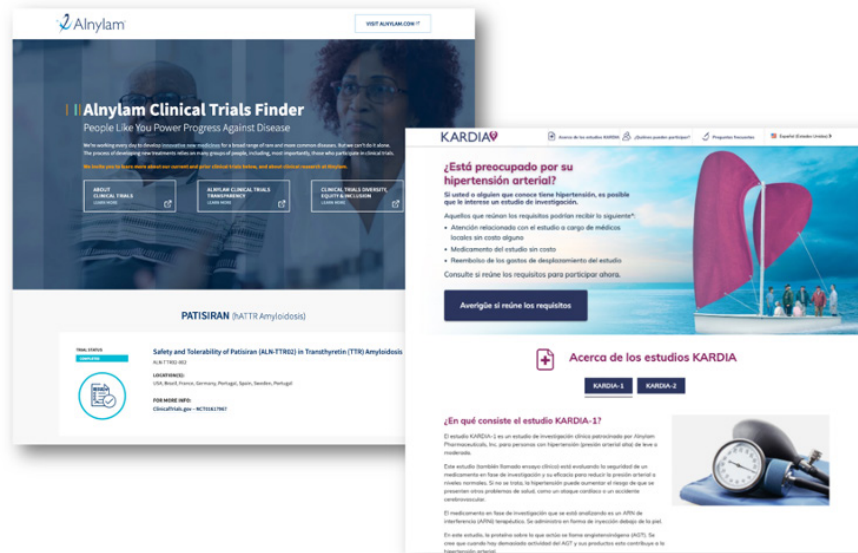
LEADING WITH OUR SCIENCE

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Clinical Trial Diversity

Every patient brings a unique set of traits to a clinical trial. It is imperative for a product’s safety and effectiveness to be assessed across a wide variety of patients, ensuring diversity in age, sex, race, ethnicity, and other factors. We have a cross-functional team working to increase diversity in trial design and execution across Alnylam. This team has developed a road map to evaluate each trial protocol with various internal and external stakeholders to remove barriers and maximize diverse enrollment in our clinical trials, especially for common diseases.

We are also committed to having a strong patient voice throughout our clinical trial process. For example, we work with patient groups to reach out to traditionally underrepresented populations to understand and eliminate the barriers that prevent their participation in trials. These include obtaining feedback on the trial burden, introducing flexibility in the protocol, and ensuring that clinical trial-related communications and materials are accessible and culturally appropriate.



“Having a strong patient voice throughout our clinical trial process is imperative to understanding systemic health inequities. Addressing the barriers that prevent underrepresented populations from participating in clinical trials is vital to ensure our therapies are safe and effective across all patient groups.”

- Cheryl Small, SVP, Clinical Operations



HEALTH EQUITY HIGHLIGHT

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The Balm in Gilead Partnership

As our focus on prevalent disease expands into hypertension, it is important to model our trials with deeper knowledge of the communities most affected by hypertension. We are conducting outreach based on key geographies and communities where there may be an unmet need. To increase education and engagement in faith-based communities connected deeply to the African American community, we have developed a partnership with the nonprofit organization The Balm in Gilead. In 2022, The Balm in Gilead presented a custom cultural competency training for Alynlam’s entire clinical operations and DE&I teams. Members of our team also attended their Healthy Churches conference to learn best practices for community engagement. Together, we aim to work with the African American community on the importance of clinical trial participation and remove the stigma of trials for this community.



“ In order to achieve success in increasing and improving DE&I in clinical trials our existing research infrastructure must be reimaged. We must not only address the valid issues of mistrust among African Americans and other minority communities, but we must also build and design our trials in a way that supports these communities beyond our own prioritized research goals and objectives.”

- Pamela Price, Deputy Director,
The Balm in Gilead Inc.



LEADING WITH OUR SCIENCE

Clinical Trial Transparency

Alnylam is dedicated to ensuring that information about our clinical trials and their results are easy to obtain and understand for our stakeholders. We strive to stay ahead of regulatory changes globally and have instituted a program to provide Plain Language Summaries (PLS) of our ongoing pivotal and completed clinical trials. This prepared us to meet changing EU regulations enforced starting in 2023. The PLS of clinical studies are written in brief, clear, non-technical language to explain the study's design and goals to participants. Thus far, we have created 7 PLS in our pilot project, and will be producing PLS for all completed studies in the future.

In 2022, we also launched a separate online portal dedicated to [clinical trials](#). Here, interested parties can learn about our trials, access plain language materials and learn more about our efforts in clinical trial diversity.

We are proud of our commitment to publishing truthful, ethical, and transparent information about the findings of our clinical trials. Disclosure of clinical study information is not only important for advancing patient care, but also for medical research and to engender public confidence in the safety of investigational and newly approved therapies. We register clinical trial information for Alnylam-sponsored Phase I-IV clinical studies on [Clinicaltrials.gov](#), [EudraCT](#), and other registry websites. We also voluntarily register and provide study information on healthy volunteer studies, observational trials, and expanded access programs on [Clinicaltrials.gov](#). We work to share the results of clinical trials with the scientific community openly, regardless of whether the results of the study are positive or negative. We submit manuscripts for publication in peer-reviewed scientific and medical journals and congresses in our industry. In addition, we share de-identified patient-level datasets with qualified scientific and medical researchers.

Leading the Way on Clinical Trial Data Sharing

The call for timely sharing of clinical trial data has become increasingly widespread in recent years, with funders, journals, and other key stakeholders emphasizing the need to share individual participant-level data in service to the international research community. Systems that support the sharing and reuse of data are critical in advancing medical research, informing participants and physicians, and engendering greater public confidence in the safety of investigational and approved treatments. As a demonstration of its commitment to these principles, Alnylam has developed a comprehensive [Policy on Clinical Trial Transparency](#), which is administered by our Clinical Trial Disclosure and Transparency team.

“ We are delighted to be able to share our clinical trial data with researchers through Vivli. We are proud we can take this step forward in our data sharing program as part of our ongoing data transparency commitments.”

- **Jenny Petersen**, Director, Clinical Trial Disclosure and Transparency

SPOTLIGHT ON PARTNERSHIP HIGHLIGHT: VETERANS AFFAIRS DEPARTMENT



We signed a Master Clinical Trial Cooperative Research and Development Agreement with the U.S. Veterans' Health Administration to expand our access to more diverse population. We work with our partners (including CROs and Patient Advocacy Groups) and experts in the field to identify investigators and sites in communities serving racially and ethnically diverse patients.



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Leading the Way on Clinical Trial Data Sharing (cont.)

As part of that commitment, Alnylam established a mechanism for sharing de-identified patient-level datasets with qualified scientific and medical researchers. Though many large companies in our industry have embraced data sharing from clinical trial datasets, the rare disease space has been slower to adopt these practices.

We continue to lead our industry in transparency and openness with the Alnylam Data Sharing Initiative and our partnership with the Vivli.org Consortium, a global data-sharing and analytics platform. Vivli.org acts as a neutral broker between the data contributor (sponsor), data user (researcher) and the wider data-sharing community and provides a secure, password-protected environment in which the researcher must analyze the data. Our parameters for sharing can be seen on our Vivli Member Page. Researchers who wish to request use of Alnylam data may do so through a structured approval process managed by the Vivli team in accordance with Alnylam's data requirements. Data approved for usage is accessed and managed in a secure environment within the Vivli platform, to ensure compliance with Alnylam's standards and practices.

Publishing Our Results

We also submit manuscripts for publication in peer-reviewed scientific and medical journals and have published 350+ peer-reviewed papers in many of the world's top scientific journals, including *Nature*, *Nature Medicine*, *Nature Biotechnology*, *Cell*, and *The Lancet*. Alnylam's clinical research has been featured in the *New England Journal of Medicine* 11 times.

In 2022, Alnylam won Paper of the Year for the second year running in the Basic Research category from the Oligonucleotide Therapeutics Society Awards Committee for our work in characterizing a novel lipid conjugate – C16 – that enables delivery of an RNAi therapeutic to the central nervous system, the eye and the lung, published in the June issue of *Nature Biotechnology*. ALN-APP, our investigational RNAi therapeutic for the treatment of early-onset Alzheimer's disease currently in Phase 1 clinical development, utilizes the C16 conjugate technology. Soon after, in the 13th issue of *Nature Communications*, we also published compelling outputs of our collaboration with the U.K. Biobank, demonstrating that people with loss of function mutations in a gene called INHBE have reduced abdominal fat, a favorable metabolic profile, and are at lower risk of cardiovascular disease and type 2 diabetes, thus pointing us to a potential new therapeutic target for the treatment of cardiometabolic disease. Notably, we leverage our platform [Capella](#), the Online Voice of Progress in RNAi, as our destination for updates on our work.

SPOTLIGHT ON STAT OPEN DOORS EVENT



We participated in the STAT Open Doors event, a collection of health and life science events across Boston and Cambridge that welcomed visitors to Alnylam's headquarters to learn more about the science of RNAi and our early work targeting CNS diseases.

LEADING WITH OUR SCIENCE

Scientific Advisory Board

Alnylam's Scientific Advisory Board (SAB) was formed in 2010 and includes advisors and company founders who are well-respected global leaders in medical research and RNAi technology. Together with Alnylam's Board of Directors and Executive Leadership Team (ELT), they provide insight into Alnylam's growth and innovation and address medical challenges. The SAB is chaired by Nobel-Laureate and Alnylam co-founder Phil Sharp, Ph.D., and is made up of 11 members including our founding CEO John Maraganore.

Industry Leadership

Being a leader in biotechnology means staying aware of trends in our field and opportunities to collaborate with our peers to solve global challenges. We are proud of our partnerships, and in 2022 specifically engaged with these and others:

- Membership and participation with the **Biotechnology Industry Organization (BIO)**. Many of Alnylam's senior team members are active with BIO on its Board of Directors, Workforce Development, and Diversity Initiatives.
- The **European Biotech Social Pact** encourages biotech companies to be a force for good in partnering with European authorities, citizens, and patients. In 2022, the pact expanded its work to Portugal and grew the pact's signatories to more than 100.
- **Massachusetts Biotechnology Council** and **MassBioEd** community. Our employees regularly engage in leadership positions, workforce development efforts, and community-based STEM events.
- **U.K. Biobank Exome Sequencing Consortium (UKB-ESC)** announced an expanded goal to sequence 5 million genomes (10% of the adult population in the U.K.) in the next 5 years.
- **Our Future Health**, a U.K. government initiative, launched in 2022 alongside 7 other industry leaders to study genetic and metabolic drivers of disease.
- **OmniGen**, a new collaboration to generate genetic and clinical data from more than 100,000 individuals in South Africa.

Product Quality and Safety

Alnylam maintains a high global standard for patient safety. Ensuring product quality, appropriate manufacturing and distribution processes, and adhering to the maximum applicable standards including Good Laboratory, Good Clinical, Good Vigilance, Good Distribution, and Good Manufacturing Practices are all part of our standard operating procedures. Our network of trusted supply chain partners works with Alnylam to ensure a process of product serialization that safeguards the traceability of our products through unique codes and printing on the packages of each product, guided by local regulations and requirements. This process is designed to protect our patients from counterfeit products and other forms of tampering.

“Alnylam’s partnerships with industry leaders are an essential part of how we accelerate the development and distribution of new and innovative RNAi therapies that have the potential to transform lives.”

- Kevin Fitzgerald, Chief Scientific Officer

CELEBRATING OUR 20TH ANNIVERSARY WITH FOUNDERS DAY



Alnylam employees and special guests gathered at MIT's Kresge Auditorium and remotely around the world for our Alnylam Founders Day Event, part of the celebration of Alnylam's 20th anniversary. The program featured talks by leadership and a lively panel discussion with our founders and others who were instrumental in Alnylam's birth and leadership of the RNAi Revolution.

HEALTH EQUITY HIGHLIGHT

Launching the Alnylam BioVenture Challenge with Nucleate

In June 2022, we joined forces with [Nucleate](#), a student-led non-profit organization that facilitates the formation of pioneering life sciences companies, to launch our inaugural Alnylam BioVenture Challenge. Alnylam and Nucleate both understand the hard reality of a great idea or breakthrough discovery in biomedical innovation is often not enough to translate to outcomes for patients or society. Entrepreneurs in our field need counsel and funding to build new approaches to treating disease and reaching their full potential. At stake in our inaugural BioVenture Challenge was the \$100,000 John Maraganore Science Entrepreneurship Award, named for Alnylam's founding CEO. Teams pitched their ideas to a panel of Alnylam judges who evaluated the robustness of their science, the feasibility of their business model, and factors including CR, DE&I, and health equity. Team Dorivac won the top prize for their concept of creating breakthrough DNA origami-based immunotherapies to address cancer and infectious diseases.



“We are incredibly honored that the Alnylam judges selected our venture DoriVac for the award amongst such impressive teams in the Nucleate cohort. This has greatly encouraged us to follow in Alnylam's footsteps. We are excited to continue developing the DoriVac platform technology to make effective vaccines for cancer and infectious diseases.”

- Claire Zeng and Kevin Emancipator,
Team Dorivac



DRIVEN BY OUR **EMPLOYEES**



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

At Alnylam, our team members are passionate, innovative, and collaborative. They are patient-focused, results-oriented, and driven by tenacity and a commitment to bring groundbreaking medicines to patients in need. We know we cannot succeed without these diverse groups of individuals, and we are dedicated to building an equitable and inclusive culture that allows each of them to belong and thrive at Alnylam.

Key Priorities in 2023:

- Increase the overall number of Black or African American and Hispanic/Latino individuals in our U.S. employee base by 20% YOY
- Grow female representation within Senior Leadership Team (SLT) by 20% relative to 2022
- Ensure at least 50% of Alnylam's interns are hired through external partner programs Posse or Project Onramp
- Obtain >90% favorable rating in key DE&I questions within company culture survey

Related Material Topics:

- Workforce culture
- DE&I
- Talent attraction and retention
- Occupational health and safety



DRIVEN BY OUR EMPLOYEES

First on our list of values at Alnylam is “Commitment to People.” This includes every employee at Alnylam. We are committed to their needs and work to take into consideration their priorities in all we do. Our culture is only as strong as the employees within it.

Workplace Culture

We have intentionally pledged in our values our commitment to people, excellence, innovation and open culture. The results of our culture-building initiatives are evident in strong employee sentiment scores across Alnylam and the external recognition and accolades we continue to receive from reputable organizations across several of our geographic locations. In 2022, we were once again awarded the #1 spot on the Boston Globe’s “Top Places to Work,” in the largest employer category, a prestigious list we have been a part of for 8 years. We were named #2 Top Science Employer in 2022, a list we’ve been proud to be a part of for 4 years running.

COVID-19 Response

As companies globally coped with changes following the COVID-19 pandemic, 2022 was a watershed year for employee culture. Our culture at Alnylam today is as strong as it has ever been, partially due to the frequent global communications and proactive steps we took throughout the pandemic to protect employees and their families. The COVID-19 pandemic has made trust and flexibility an important tenet at Alnylam. Whether in an on-site role or a hybrid one, our employees have the autonomy to ensure they are meeting the needs of their team – at work and at home, and to come together face-to-face in a purpose-driven manner. In our 2022 culture survey, employees were asked if their role gives them the flexibility to meet their needs in both work and personal lives; 77% answered in the affirmative, a 16.5% increase from the last response received prior to the pandemic.

Valuing Employee Perspectives

We know that listening to the ideas and perspectives of our employees will strengthen Alnylam globally. We foster a culture of inclusion for employees to share their thoughts and ideas openly. In company-wide and group meetings and in one-on-one conversations, we are committed to actively listening to employee voices. We also conduct an Annual Culture Survey globally to better understand employees’ perspectives on our values, their experience at Alnylam, and ways we can continue to improve.

TOP EMPLOYER RECOGNITION



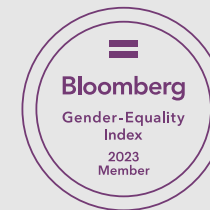
8 years in a row



in 11 countries



4 years in a row



3 years in a row



2 years in a row



new for 2022

“The recognition by external stakeholders is a reflection of the culture at Alnylam of a workplace that is inclusive, open to different perspectives, and energized by passionate people looking to create meaningful impact.”

- Kelley Boucher, Chief Human Resource Officer

DRIVEN BY OUR EMPLOYEES

Valuing Employee Perspectives (cont.)

In 2022, we were proud to achieve a 97% response rate to our Annual Culture Survey, with more than 1,750 employees participating from 17 countries. Highlights include:

- 95% of our employees are considered highly or moderately engaged
- 94% feel proud to work for Alnylam
- 93% believe Alnylam will be successful in the future
- 93% believe Alnylam supports a diverse workplace
- 91% believe Alnylam supports an inclusive work culture

We were proud to see trust in leadership improved across all business units in our survey. Specifically, 88% of employees note the senior leaders at Alnylam demonstrate integrity and 83% note our senior management upholds Alnylam’s Core Values.

Alnylam’s Core Values

All of our employee-focused initiatives are guided by our Core Values. Each day, we hope our employees bring their whole selves to work at Alnylam, with passion, openness, innovation, and purpose, just as we strive to embody those values as a company.



GLOBAL EMPLOYEE SNAPSHOT

ALNYLAM EMPLOYEES	
Total employees	2,011
Total U.S. employees	1,573
GLOBAL GENDER DIVERSITY	
Female	53%
Male	47%
GLOBAL WORKFORCE BY AGE	
Under 30 Years Old	9%
30-50 Years Old	60%
Over 50 Years Old	31%
RACIAL DIVERSITY OF U.S. WORKFORCE***	
American Indian or Alaska Native or Pacific Islander	0%
Asian	22%
Black or African American	6%
Hispanic or Latino	6%
Two or more races	3%
White	63%
ALNYLAM’S BOARD OF DIRECTORS	
Board members	11
Female Board members	5
Board members from underrepresented populations**	2
ALNYLAM’S EXECUTIVE LEADERSHIP TEAM	
ELT members	10
Female ELT Board members	3
ELT Board members from underrepresented populations*	5

*All diversity statistics based on totals collected in December 2022.
 **Defined as those who self-reported as Black or African American, Hispanic or Latino, American Indian, Alaska Native or Pacific Islander, or who identified as two or more races
 ***15% of the U.S. employee population did not disclose their race and ethnicity information



DRIVEN BY OUR EMPLOYEES

Valuing Employee Perspectives (cont.)

The Culture Survey also flagged important areas for improvement. In 2022, we saw distinct differences by gender specifically in our Senior Leadership Team (SLT). Consistently, women scored 8-9 points lower than their male counterparts in aspects related to speak-up culture, health and well-being, workplace flexibility and belonging metrics. In 2023, our Executive Leadership Team (ELT) is working in partnership with senior female leaders, HR and DE&I to implement actions to address the gender differences observed in the Culture Survey. In addition, the survey highlighted the need to focus on burnout risks globally, and on understanding areas of concern across various groups to remove barriers and enable corrective actions for improvement.

Diversity, Equity and Inclusion (DE&I)

Alnylam believes in creating meaningful change through broad, actionable and measurable activities in DE&I. The Mission and Vision of DE&I at Alnylam is woven into the fabric of our organization and our corporate responsibility commitments. We are committed to building and maintaining a culture that embraces diversity, ensures equity, and fosters inclusion in a manner that enables all our employees to feel that they belong at Alnylam and can achieve their full potential.

Our DE&I Mission

In 2022, our cross-functional DE&I teams continued work aligned with Alnylam's Action Plan for Diversity, Equity and Inclusion. This plan is centered on five key areas of focus, four internal and one external: Employee Education and Development, Talent Acquisition and Management, Workplace Policies, Employee Engagement, and Patient and Community Engagement. Alnylam's Chief DE&I Officer and her team lead this work, with the collaboration of every department across Alnylam.

Employee Groups

At the heart of Alnylam's DE&I work are our company-sponsored Employee Resource Networks (ERNs). These groups include Alnylam team members from across the company who enable networking, education and advocacy globally. Our four global ERNs shared their accomplishments in November 2022 at our third annual ERN Summit. Among their many engagement activities were:



iTHRIVE focuses on fostering a culture where women are inspired and empowered at Alnylam. In 2022, the group led engagement globally on International Women's Day, hosted multiple member meetings with more than 70 attendees, and increased their overall membership by 80%. In addition, 16 iThrive women participated in the Healthcare Businesswomen's Association's inaugural ambassador program.

“Advancing DE&I across Alnylam is a continuous improvement process; by listening, learning, and making ongoing programmatic and policy changes aligned with our values, we can foster a sense of belonging for all employees.”

- Sara Nochur, Chief Diversity, Equity & Inclusion Officer

SPOTLIGHT ON MULTICULTURAL DAY



To celebrate our diversity, the DE&I team and ERNs launched our inaugural Multicultural Day Celebration with employees from various countries showcasing their talent, displaying their cultural and historical artifacts, engaging in music, dance and the arts, and in sharing food. This event successfully engaged our global employees at their various sites.

DRIVEN BY OUR EMPLOYEES

Employee Groups (cont.)



Sexuality & Gender Alliance (SAGA) works to connect and provide support for LGBTQ+ individuals and allies at Alnylam. In 2022, they spearheaded month-long PRIDE activities including engaging and fundraising activities to support the non-profit organizations AIDS Action and PFLAG. They hosted monthly OUTbio events and developed education efforts across the company.



SHADES, Alnylam's Multicultural Network, includes members from the Global Black Initiative for our Black or African American colleagues, InspirAsian for our Asian colleagues and Armonia for our Hispanic or Latino colleagues. They increased global membership by 44% in 2022, hosting events across Alnylam's regions focused on Black History Month, Cambodian New Year, Juneteenth, Filipino American History Month, and other celebrations throughout the year. Globally, they worked to raise cultural awareness and education through partnerships with NAAAP, Latinos in Bio, and Color of Biotech, among others.



Parenting Together at Alnylam (PTA) increased membership by 158% in 2022. They hosted global events with speakers discussing parent self-care and neurodiverse parenting. They developed strong engagement on Alnylam's Slack platform, developing a new and expecting mothers' channel and caretaking of parent's channel, among others.



ACCESS will be launched in early 2023 as a new ERN focused on employees with apparent and non-apparent disabilities. They have started planning for their programming in 2023.

In addition to our ERNs, employees also participate in key Initiative Driven Interest Groups (IDIGs) including ULearn with Alnylam (STEM education) and The Green Team (Environment and Sustainability) in the U.S. and the E.U.

Diverse Recruiting

Strengthening diversity at Alnylam means activating and engaging talent acquisition relationships both internally and externally. In collaboration with Alnylam's ERN network, our Talent Acquisition Team is working to reach diverse talent through strategic external partnerships. Current partnerships include Women in the Enterprise of Science & Technology, MassBIO, Women in Bio, Healthcare Businesswomen's Association, Lab Central, OUTbio, The Color of Biotech, Latinos in Bio, and many more. We also actively engage with organizations specifically focused on early-career diverse talent.

SPOTLIGHT ON PROJECT ONRAMP



Alnylam is partnering with Project Onramp, a non-profit that helps students from underrepresented and under-resourced backgrounds access paid summer internships with life science companies. Alnylam has set a goal to source at least 50% of our internship opportunities with partners like Project Onramp and has already hosted 4 interns with plans to host another 9 in our next cohort.

“ We are proud to work with Alnylam, to place Project Onramp summer interns across various functions within their business. It is critical that students from underrepresented and under-resourced backgrounds have access to paid internship opportunities with companies like Alnylam. This helps students on their journey to full-time employment and opens our industry to diverse sources of early talent.”

- Lila Neel, National Director, Project Onramp

DRIVEN BY OUR EMPLOYEES

Diverse Recruiting (cont.)

In 2022, we continued our relationship with Howard University and worked to expand our reach to additional Historically Black Colleges and Universities (HBCUs). We grew our relationship with Thrive Scholars and Project Onramp, organizations that are helping underrepresented students with career paths in the life sciences. In addition, we added a housing stipend to our internship offerings to remove cost barriers of gaining experiential learning opportunities at Alnylam. We have set a goal to source at least 50% of our internship opportunities with partners like Project Onramp. Through Project Onramp, students from underrepresented and under-resourced backgrounds access paid summer internships with life science companies, a critical step in their journey to full-time employment.

In 2022, we once again set a goal to achieve a 20% year-over-year increase in underrepresented (Black or African American and Hispanic/Latino) diverse talent and exceeded this goal with recruitment of 29% and 32% of Black or African American and Hispanic/Latino employees, respectively in the U.S. We have again set the same recruitment target for 2023 and added a goal to grow female representation on the SLT by 20% relative to 2022.

Alnylam posts open roles on a wide variety of job search sites, ensuring we are casting the widest net and bringing to the table candidates from diverse backgrounds. We are also actively seeking to post on job search sites reaching veterans and people with disabilities.

Industry Commitments to Diversity

In 2020, Alnylam joined leaders across our industry to adopt the 2020 MassBio CEO Pledge for a More Equitable and Inclusive Life Sciences Industry. As a signatory to the Pledge, we committed to address injustice globally through six areas of DE&I focus – leaders and executive culture, inclusive company culture, recruitment, retention and development, accountability and sustainability, and supplier diversity. In 2022, when we formally launched our supplier diversity program, we officially met all the commitments under the Pledge. We will continue to advocate for DE&I leadership in our field and look forward to sharing our perspective and results with our peers worldwide.

Talent Attraction and Retention

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

Attracting Top Talent

Bringing talented new employees to Alnylam is more important now than ever as we grow rapidly toward our goal of becoming a top-tier biotech company by 2025. Each year, we host undergraduate,

SPOTLIGHT ON MASSBIOED APPRENTICESHIP PROGRAM



We are an employer participant in MassBioEd's Apprenticeship Program which offers a streamlined pathway into the industry by combining technical training, on-site work experience, and income support. We have supported 7 apprentices on their career journey and plan to recruit additional apprentices in the coming year.



DRIVEN BY OUR EMPLOYEES

Attracting Top Talent (cont.)

graduate and postdoctoral students in our Summer Intern & Co-Op programs, averaging more than 65 Co-Ops across Alnylam offices.

In 2022, we continued our partnership with Northeastern University's PharmD Fellowship, which equips postdoctoral students with the skills necessary to develop advanced medicines in the future. Fellows at Alnylam work in their core areas of expertise, with the flexibility to discover new opportunities and participate in teaching opportunities at Northeastern. We also continued to work with MassBioEd's Apprenticeship Program, a streamlined pathway into the industry that combines technical training, on-site work experience, and income support. We have supported 7 apprentices through this program and have hired 1 apprentice into a full-time role with our manufacturing team. The program also provides soft skills workshops and broad industry knowledge is incorporated into the training to give apprentices an understanding of their role in the delivery of drugs to patients in need.

Employee Professional Development

In 2022, we continued to invest in learning and growth for our employees, offering a wide range of trainings, career development workshops and targeted programs for employees at every stage in career development. We also continued to support our team through tuition reimbursement and year-round elective learning classes through our online training platform.

In September 2022, we hosted our annual Employee Development week where more than 1,000 employees globally participated through in-person workshops and coordinated eLearning tracks. Through Employee Development week and throughout the year, a core focus for 2022 training and development at Alnylam centered on people management capabilities. We launched Building and Enabling Teams at Alnylam (BETA), a program that focuses on development for managers. More than 300 Alnylam people managers participated in the first year.

Our Athena Project increased its cohort in 2022 from 16 individuals to 20, focused on accelerating women in leadership at Alnylam. The program's blended approach of leadership assessment, executive education, enterprise-level business simulation, and executive mentoring invests in the development of skills necessary for women in the program to progress to Director and Senior Director levels.

In addition, through our DE&I programming, we have hosted speakers and moderated sessions to discuss perspectives on reckoning with privilege, the impact of microaggressions, education and awareness on multiculturalism, immigration stories, and understanding race and ethnicity in the workplace, among other topics. These programs are well attended, enable greater understanding and empathy among our employees and are recorded for future viewing.

“Empowering people to grow both individually and together as a team is an underlying theme across our wide range of training and learning opportunities.”

- Brian Hughes, VP, Talent Management

SPOTLIGHT ON ANTARES LEADERSHIP DEVELOPMENT PROGRAM



Our Antares Leadership Development Program continues its focus on high-potential Senior Manager to Associate Director level employees, preparing them for future leadership roles. In 2022, we launched our 4th cohort of 24 Antares leaders who receive one-on-one mentoring with an SLT mentor, regular assessments and tailored individual development plans. They engage throughout the program in workshops and group projects to broaden their perspectives on other parts of Alnylam.

DRIVEN BY OUR EMPLOYEES

Workplace Health and Safety

Alnylam is committed to creating a culture that emphasizes the health, safety and well-being of our employees. We work to meet peoples' needs both at work and in their personal lives, developing policies, processes, and benefits programs that allow them to bring their best selves to work every day.

Workplace Safety

Our Environmental Health & Safety practices are guided by our in-house EQUINOX hybrid management framework. This critical system helps Alnylam build a responsive workplace that manages risks, allowing us to balance growth, science, and productivity targets while meeting performance and compliance goals. Our Chief Technical Operations and Quality Officer leads a team of professionals working to monitor and mitigate safety risks across the company and update policies and programs in health and safety as we grow. Their work was especially important as we began to transition back to more on-site work.

Each year, our health and safety team monitor each facility's activities, challenges and opportunities. In 2022, this team conducted audits and gap analyses of key sites in the United Kingdom, Portugal, Switzerland, France and Italy through a third-party, independent analysis. In addition, we launched our first workers council in France, ensuring employees have a formalized voice on health, safety, and other topics at Alnylam. We have also launched a new focus on occupational health in our international regions through facilitated Safety Prevention Officer training for members of our CEMEA Facilities and EHS teams to support our office operations in the Netherlands and selection of an Occupational Healthcare Provider for our personnel based in Portugal.

We maintain a strong focus on education and injury protection that includes employee wellness checks, workplace medical screenings, ergonomics, vaccinations, display screen equipment eye exams, work-related illness and injury evaluations and treatment, reproductive health screening, and more. We actively track global injury rates and for the last six years have been proud to be approximately 50% lower than the industry average of 1.28 per 100 full-time employees (FTE). In 2019, our comparable injury rate was 0.54, decreasing to 0.06 in 2020 and 0.30 in 2021 during the pandemic. In 2022, we unfortunately saw an increase in our injury rate to 1.30. The single largest cause of injuries and illnesses in 2022 was work-related cases of COVID-19, which accounted for 58% of all injury/illness cases during the year. This increase is attributed to Alnylam's efforts to return to pre-pandemic travel and return to work initiatives.



An employee at Alnylam's Norton Manufacturing Facility

DRIVEN BY OUR EMPLOYEES

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Supporting Employee Well-being

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

All active, regular employees working an average of 20 hours per week are eligible to participate in the Alnylam benefits program. Total Rewards include medical, dental, and vision plans, flexible spending accounts, life insurance, disability coverage, mental health, and substance abuse services. Our Employee Assistance Program (EAP) offers employees and their families 24/7 access to professional and confidential counseling. U.S. employees have access to retirement savings programs with a 4% company match and an employee stock purchase program. In addition, we offer employee discount programs for insurance, daycare, and other services.

In 2022, Alnylam made significant changes to our family planning and parental leave benefits. We increased the family planning benefit, moving from a \$10,000 to \$30,000 lifetime allowance toward adoption, surrogacy, or other family planning costs. We also increased our parental leave allowance in 2022, moving to 13 weeks of 100% paid time off, which does not need to be taken all at once following the birth or adoption of a child. This benefit has no waiting period and extends to all parents across Alnylam within the U.S. In addition, Alnylam has partnered with Ovia Health, a maternity and family benefit that supports reproductive health and parenting journeys. Alnylam's Parenting Together at Alnylam ERN worked closely with our human resources team to implement these new policies and ensure they met the needs of parents at Alnylam.

“We are committed to our employee’s health and wellness by ensuring that we are providing comprehensive and competitive benefits and support services that are aligned to our core values.”

- Robert Brennick, VP, Human Resources

SPOTLIGHT ON GLOBAL WELLNESS MONTH



In November 2022, we again celebrated “Alnylam Global Wellness Month.” Employees participated in in-person and online sessions related to health, fitness, financial and professional development, management, mental and social well-being. This year, we hosted 9 virtual sessions and 5 were available globally.

COMMITTED TO OUR **COMMUNITIES**



Meghan, Finance (U.S.)

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

The core of our vision is to help patients, but we know those patients can only thrive when their communities are also resilient and thriving. Addressing health equity in our communities requires investing in the social determinants of health (SDOH) that affect every individual around the world.

Key Priorities in 2023:

- Expand components of the Alnylam Challengers social impact program globally
- Increase by 10% YOY participation of Alnylam employees participating in Global Week of Service
- Expand the number and variety of volunteer and giving opportunities through Benevity
- Develop strategic plan for a corporate match program for employee charitable donations

Related Material Topics:

- Health equity
- STEM education
- Community impact



COMMITTED TO OUR COMMUNITIES

Our community strategy is based on collaboration, advocacy, and innovation that will help strengthen communities. Investment in our communities is core to our corporate responsibility theme, “accepting challenges to improve the health of humanity.” We know we can, as a company with more than 2,000 employees, have a positive impact on the health and well-being of the world. We maintain a strategic portfolio of grantmaking and partnerships, volunteerism and matched giving that brings us together with leaders in the field to enable community development and resilience.

Alnylam Challengers

We have focused our community strategy on health equity, ensuring everyone has a fair and just opportunity to live the healthiest life possible. As we considered the creation of a flagship program, we recognized that while life expectancy has increased exponentially over the last 100 years, there are vast disparities for many in access to healthcare. We became passionate about investing in forward-thinking, change agents who share our commitment to eliminating inequality and investing in social determinants of health (SDOH).

In 2021, we launched our flagship Community Impact Initiative, **Alnylam Challengers**, taking our “Challenge Accepted” philosophy head-on. Alnylam Challengers works to address SDOH through cross-sector collaboration.

- In the United States**, Alnylam Challengers launched with a \$1 million investment in Acumen America, a U.S. division of a global nonprofit organization that invests in social impact-driven companies, leaders, and ideas. Our investment continues to support the organization’s efforts to impact the health of 75 million people in the U.S. by 2024. This model works to tackle health inequities by turning philanthropic donations into capital investments in a diverse and boldly innovative set of social entrepreneurs, enterprises, and non-profit organizations. A great example is Samaritan, a digital SDOH platform that provides people without a home the social and financial support they need to reach health and housing goals. Based on evaluation of outcomes data from Samaritan’s pilot, their solution has improved at least one SDOH for 59% of members and 10% had a life-changing outcome, such as transitioning from being unhoused to housed.
- In the United Kingdom**, Alnylam Challengers launched with a three-year corporate partnership with [Refugee Action](#) to significantly expand their existing program ‘Pathways to Work.’ We know good quality employment is an important factor in refugee integration and overall well-being, and this program helps refugees become employment-ready in the U.K. This program builds self-esteem and supports mental health and well-being, providing refugees with group and one-on-one support on all subjects related to the U.K. workplace including English language skills and achieving recognition of existing qualifications and work experience.



Earth Day volunteering in Brazil; Alnylam’s BioBall Team supporting Special Olympics of Massachusetts

COMMITTED TO OUR COMMUNITIES

Alnylam Challengers (cont.)

- **In the Netherlands**, we established a three-year partnership with the non-profit organization Forward·Inc. Through this partnership, Alnylam provides both financial and volunteer support to help refugees launch, grow, fund, and sustain their own businesses. Forward Inc. will help these aspiring entrepreneurs with everything from concept development and becoming pitch-ready to implementing marketing strategies and scaling their businesses.
- **In Italy**, we established a three-year partnership with the non-profit organization Soletterre Foundation. Through their 'Skills Academy' the most vulnerable in Italian society, including refugees, will be able to access personalized training and coaching to support them in preparing to enter the workplace. Alnylam employees will also provide mentorship and skills-based volunteering to support the participants.

Supporting Ukraine

While Alnylam Challengers' refugee focus benefits Ukrainian refugees among others, Alnylam and its employees have also worked diligently to raise funds and deploy resources to assist Ukrainians as they navigate the effects of war. Alnylam launched a \$50,000 company match in early 2022 allowing employees to give to charities helping Ukraine and match their donations dollar for dollar. Through this donation campaign more than \$165,000 was raised to support the International Red Cross and United Nations Ukraine Humanitarian Fund to support the delivery of emergency assistance. Some of these funds also went to the non-profit Global Genes which helped rare disease patients and families with financial support as they became displaced and impacted by the war.

“By addressing the significant employment barriers faced by refugees in the U.K., the Netherlands, and Italy, our expanded Alnylam Challengers program helps to build individual self-esteem, financial independence and well-being which in turn will contribute to societal integration and improved health outcomes for a disadvantaged population.”

- Kasha Witkos, SVP, Head of International Markets

SPOTLIGHT ON FUNDRAISING TO SUPPORT UKRAINE



Alnylam employees in our offices around the world held fundraising events to support rare disease patients and their families in Ukraine who had become displaced and whose treatment had been impacted by the war.

HEALTH EQUITY HIGHLIGHT

Expanding Alnylam Challengers to Support Refugees

Alnylam Challengers is a cornerstone of our community programming globally. In 2022, as we worked to expand this program to our European business, we began with identifying three pilot sites – the U.K., the Netherlands, and Italy. Collectively, our European colleagues chose to focus their Alnylam Challengers work on the plight of refugees in Europe. The United Nations High Commissioner for Refugees reports that the number of refugees in Europe more than doubled in 2022 and the number of internally displaced rose to almost 9 million – nearly 5 million of whom were forced to leave Ukraine.

Our European colleagues saw the scale and speed of displacement, as people were forced to leave behind their homes, possessions, businesses, families, and friends, sometimes making life-changing decisions in the span of only a few hours. We have already seen success with our partnerships in Europe. In the U.K., 135 clients from Syria, Afghanistan, DRC, Iraq, Ukraine and other countries have received support through one-on-one and group work. For those clients, 100% have reported an increase in confidence and well-being, and increased scores in all outcome areas related to employment and readiness. In the first cohort, 9 participants were successfully matched with an Alnylam mentor for further one-on-one support. In the Netherlands, colleagues volunteered in a matchmaking event with [Forward-Inc's](#) newcomer program. Volunteers listened to business pitch ideas where colleagues share advice and perspectives on various aspects of the business from supply chain and taxes to marketing and sales. Volunteers were also able to learn more about program participants and their journeys and engage in a meaningful cultural exchange. Volunteers will continue to support the participants in recurring mentoring sessions.



“ We are devoted to supporting newcomers as they pursue their entrepreneurial dreams. Through our inclusion in the Alnylam Challengers health equity initiative, we can help additional newcomers launch, grow, fund, and sustain their own businesses with the added benefit of engaging a network of Alnylam employee volunteers who can serve as mentors.”

- Laura Di Santolo, Managing Director and Co-Founder of Forward-Inc



COMMITTED TO OUR COMMUNITIES

STEM Education: Investing in Future Biotech Professionals

We recognize that leadership in our industry requires nurturing the next generation of talented professionals who represent our future of innovation and growth. Each year, we identify partners who will help to build skills in science, technology, engineering, and math (STEM) that will shape our industry long into the future, emphasizing those communities whose access to STEM education has been underrepresented historically - women, LGBTQ+ individuals, veterans, first-generation college students, and youth from underserved communities.

In 2022, we made a \$50,000 investment in the Biomedical Science Careers Program, providing students of every race, ethnic background, gender, and financial status with encouragement, support, and guidance necessary to pursue a biomedical science career. In addition, we donated \$60,000 to the non-profit organization Science Club for Girls (SCFG), focused on fostering excitement, confidence, and literacy in STEM for girls and gender-expansive youth from underrepresented communities by providing free, experiential programs and by maximizing meaningful interactions with women-in-STEM mentors. Alnylam colleagues have historically worked very closely with SCFG by serving as mentors, volunteering to put together STEM kits, and participating in workshops. In 2022, our CEO Yvonne Greenstreet was awarded with their Catalyst Award, signifying her leadership and commitment to STEM.

We also entered a partnership with the Journal of Emerging Investigators (JEI), an open-access journal that publishes original research in the biological and physical sciences that is written by middle and high school students. JEI provides students, under the guidance of a teacher or advisor, the opportunity to submit and gain feedback on original research and to publish their findings in a peer-reviewed scientific journal. Identifying as a scientist early in their academic careers is formative in empowering students to pursue their dreams, and JEI strives to help all students, especially those from backgrounds historically underrepresented in STEM.

Connecting with Students

Alnylam employees are passionate about preparing youth for bioscience careers. Through our ULearn with Alnylam Initiative Driven Interest Group (IDIG), employees globally connect with community organizations and students of all ages – with a particular focus on underserved cultural and ethnically diverse communities – to share their experience, knowledge, and curiosity to inspire the next generation of biotech professionals. In 2022, Alnylam employees participated in the Cambridge Science Festival, a multi-faceted and multicultural event to ignite curiosity and interest

SPOTLIGHT ON ULEARN AT CAMBRIDGE SCIENCE FESTIVAL



Members of Alnylam's ULearn STEM community education team teaching children about science through an "invisible ink" experiment.

“As an organization that was built on pioneering science, we are committed to engaging and supporting the next generation of scientists, particularly those from underrepresented communities by providing access to educational and career opportunities in STEM.”

- Gabriel Robbie, SVP, Clinical Pharmacology & Pharmacometrics and Executive Sponsor of ULearn

COMMITTED TO OUR COMMUNITIES

Connecting with Students (cont.)

in STEM in students and the community. Throughout the year, Alnylam employees volunteer with a number of schools and non-profit organizations by serving on career panels, volunteer judges in science fairs, and mentors to underrepresented students.

Engaging in Our Communities

Our employees are passionate about being good citizens in their communities and are actively bringing to Alnylam new ideas and promoting organizations and causes they care about. We listen to our employees' preferences and encourage them to identify volunteer projects, build teams to collaboratively complete them, and share their successes across the company. In 2022, employees continued to receive 8 hours of volunteer time as a formal employee benefit. We also launched our partnership with volunteerism and giving leader Benevity, where employees can easily find and register for volunteering opportunities as well as donate and track their charitable giving.

Highlights of employee community engagements include:

- **Global Week of Community Service**

Nearly 1,000 employees dedicated over 2,500 hours of their time to volunteering with dozens of charitable organizations around the world, including in the U.S., U.K., Germany, France, Brazil, Sweden, Switzerland, Spain, Austria, The Netherlands, Italy, and Canada. This included 50 volunteer projects working with nearly 30 charities around the world.

- **BioBall Tournament**

Alnylam employees formed a basketball team to raise funds and compete against other biotech companies in the annual BioBall Tournament. This unique tournament pairs employees with Special Olympics athletes and helps to raise funds to support the Special Olympics of Massachusetts, an organization dedicated to making sports accessible to athletes of all abilities. Alnylam employees raised over \$10,000 and were able to donate a specialized sports wheelchair for an athlete.

- **Hurricane Relief Efforts**

To support the provision of emergency supplies for those impacted by Hurricane Ian and Maria in Puerto Rico and the Southern United States, Alnylam employees raised \$25,000 which was matched by Alnylam for a total donation of \$50,000 to support the Hispanic Federation, American Kidney Fund's Disaster Relief Program and the American Red Cross.

“As a non-profit organization that relies on donations, we are grateful for the long standing and consistent generosity shown by Alnylam and especially the engagement of employees to support homeless neighbors' year in and year out.”

- Julia W. Londergan, Esq., Director of Development, CASPAR

SPOTLIGHT ON HOLIDAY GIVING INITIATIVES



Around the holidays, employees donated \$10,000 to global charities as part of a #Giving Tuesday campaign. In the U.S., employees also raised money and purchased essential winter clothing for the Cambridge and Somerville Programs for Addiction Recovery (CASPAR) Give Homelessness the BOOT campaign. Employees purchased \$13,000 worth of winter clothing and donated an additional \$5,000 to the organization directly. Over 40 employee volunteers sorted and packed each of the 93 personalized bags that were shipped to CASPAR's various shelter locations. Additionally, Alnylam employees volunteered around the world. In the U.K., employees supported Refugee Action as well as DASH (Domestic Abuse Stops Here), a local refuge for women and children affected by domestic violence.

PROTECTING OUR PLANET



Alnylam's Norton Manufacturing Facility (U.S.)

We seek to improve the health and sustainability of our planet.

At Alnylam, we understand that our global efforts to advance health equity cannot succeed without considering the planet. The health of the environment affects the lives of every individual around the world, and a changing climate poses new challenges in natural and built environments that directly affect health outcomes. We are addressing the threat of climate change by working to diminish our environmental footprint globally.

Key Priorities in 2023:

- Continue to complete Scope 1, 2 and 3 (limited) GHG emissions and solid/hazardous waste inventory, meeting reporting and disclosure requirements globally
- Continue to conduct third-party verification of key environmental data and analyze against past years
- Complete future projections of Scope 1 and 2 GHG emissions and determine baseline year for GHG emissions targets
- Complete 2022 collection and analysis of water use, evaluate for reduction and reuse opportunities
- Identify ongoing opportunities to minimize waste and increase reuse and recycling initiatives
- Report Alnylam United Kingdom greenhouse gas emissions in our 2022 U.K. SECR Directors Report

Related Material Topics:

- Climate change
- Water and wastewater
- Waste



PROTECTING OUR PLANET

In 2021, we shared publicly for the first time in this report our Scope 1 and Scope 2 greenhouse gas (GHG) emissions, our electrical energy consumption, and information regarding our waste streams across offices, labs, and manufacturing facilities. In 2022, we continued to refine these processes for data collection and transparency and have added to this report data on our water usage across Alnylam. The processes used to collect and publish multiple years of data have established important tools and strategies that allow us to set key targets and drive positive environmental performance.

Our Environmental Impact

As we continue to develop RNAi therapeutics, we use cross-functional teams to monitor and improve all aspects of our processes and evaluate for potential environmental and employee safety impacts. Many of these processes are new to the pharmaceutical industry, and we are proud of the path we've forged in quality, safety, and environmental best practices.

To guide the growth and management of our facilities and systems across Alnylam, we utilize an Environmental Health & Safety Management System framework called EQUINOX. This framework engages our employees as key stakeholders, enables them to build a strong and meaningful EHS culture, and enhances our productivity and EHS performance. EQUINOX acts as a guidepost for every EHS initiative and emphasizes continuous improvement toward best-in-class levels.

Energy Use and Greenhouse Gas Emissions

Throughout 2022, we continued our partnership with a global technical sustainability leader to expand our data collection and operational parameters to accurately calculate our environmental footprint. We published in this report our restated 2020 and 2021 Scope 1 and 2 greenhouse gas (GHG) emissions, and select Scope 3 GHG emissions categories, aligned with the WRI GHG Protocol and ISO 14064-1 standards. In addition, we underwent a process to verify this data with an independent third party.

Our emissions calculation and publication process continues to be led by a cross-functional team representing facilities and departments across Alnylam. We know setting goals in GHG reduction requires an all-hands-on-deck approach that emphasizes year-over-year growth in scope and results.

“ We cannot advance our health equity goals without continuously working to minimize our environmental footprint; human and planetary health are closely intertwined.”

- Tim Maines, Chief Technical Operations and Quality Officer

SPOTLIGHT ON ELECTRONIC WASTE RECYCLING



As part of Earth Week 2022 activities our Facilities Team led a global e-waste recycling campaign at our offices in Massachusetts, Maidenhead, Amsterdam, and Zug, collecting 2,400+ pounds of personal electronic waste from our Massachusetts employees.

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Alnylam’s Global Energy and Emissions Footprint*

Metric	Units	2020 Data	2021 Data
Scope 1 GHG Emissions	Metric Tons of CO2e	3,054	3,968
Scope 2 GHG Emissions (Location Based)	Metric Tons of CO2e	8,518	9,074
Scope 3 GHG Emissions (Select Categories)	Metric Tons of CO2e		
• Category 5 – Waste from Operations		573	748
• Category 6 – Business Travel		913	479
• Category 7 – Employee Commuting (including “Work from Home”)		1,578	2,135
GHG Emissions Intensity (Scopes 1, 2 & Select 3)	MTCO2e/FTE	10	9.9
Total Energy Consumption	MWh	22,133	22,657

*Third-party data verification completed in 2022 for both 2020 and 2021 data.

Zug Office Lighting Upgrades

Our Zug, Switzerland office completed a lighting upgrade in 2022, installing LED lights and occupancy sensors that will reduce energy impact going forward. Initial data indicates a 30-40% reduction in energy use – a significant improvement. As we work to identify projects across our facilities and offices, lighting is one of many ways to impact our electricity consumption.

Global Environmental Engagement

Every individual and organization working with Alnylam has a role to play in environmental stewardship globally. In 2022, we engaged our employees and partners on several important environmental initiatives:

- Alnylam continued our partnership with Giki Zero, a tool that provides personalized carbon footprint estimates for individuals and families. The tool is available across our International region, and, since its inception, has saved 10,093 kg of carbon, 959,626 liters of water, and 2,413 items of single-use plastic. Each positive step our team members take can be tracked and shared across the Giki Zero platform, encouraging team members to invest in sustainability in their personal and professional lives.
- During Earth Week, employees volunteered in the U.S., Brazil, and Taiwan. More than 70 volunteers spent time cleaning up local green spaces, including a beach in Taiwan, planting trees at the Parque Burle Marx in São Paulo, Brazil and cleaning up along the Charles River Esplanade in Boston, Massachusetts.

SPOTLIGHT ON SUSTAINABLE TRANSPORTATION



With 228 vehicles in our fleet, Alnylam is actively working to decrease vehicle emissions across our footprint. In 2022, we continued our partnership with EMKAY’s gogreen program, which calculates emissions for our fleet and offsets those emissions based on total mileage each year. Through the EMKAY program, we offset 1,433 tons of CO2 emissions.

“Creating new systems to collect, assess and monitor environmental data, including the company’s water usage for the first time this year, has enabled us to identify projects across our facilities and offices to reduce our impact.”

- Jeff Richards, Senior Director, Environmental Health & Safety



PROTECTING OUR PLANET

Water Management and Conservation

Alnylam is dedicated to being responsible stewards of water across our footprint, ensuring we consistently monitor water quality and ensure no harmful discharge or runoff reaches local watersheds. In 2022, we launched a process to collect and analyze our water usage across Alnylam using data from both 2020 and 2021. This process collected data from all Alnylam locations based on facility level meter readings and utility bills to determine water withdrawal, discharge and consumption totals. In some cases, gaps in data were filled using consistent estimation methodologies that considered total employees in a location and water discharge averages in that location.

Alnylam's Global Water Footprint

Metric	Units	2020	2021
Water withdrawal	Million gallons	24.6	22.4
Water discharged	Million gallons	9.9	10.9
Water consumption	Million gallons	12.5	13.8

91% of Alnylam's total water withdrawal (from municipal water systems) was attributed to its manufacturing and research & development facilities. These sites contributed to 83% of the total water discharge (to municipal wastewater treatment facilities).

Controlling Waste

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

Across our footprint, we are actively looking for opportunities to optimize our treatment and disposal processes and look for alternative uses for products to decrease our overarching waste streams. In 2022, we partnered with Furniture Trust to divert unused office equipment to non-profits in need of supplies. We also launched a partnership with Seeding Labs, a non-profit that provides donated lab equipment and supplies to scientists in developing countries who are addressing global health issues and teaching the next generation.

SPOTLIGHT ON WATER & ENERGY REDUCTION



The plant engineering team at our Norton manufacturing facility launched a project to reduce water and energy consumption in the Norton Boiler Central Utility Plant (CUP) in late 2022 that is estimated to save up to 1 million gallons of water and reduce natural gas use for the facility in 2023. We look forward to seeing these results reflected in our 2023 report.

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Waste Management Footprint

Non-Hazardous Waste		Units	2020	2021
Landfilled		Metric Tons	106	99
Waste-to-energy		Metric Tons	85	81
Recycled		Metric Tons	68	66
Incinerated		Metric Tons	1	1
Diversion Rate**		Percentage	26	27
Construction & Demolition Waste				
Landfilled		Metric Tons	1	7
Waste-to-energy		Metric Tons	5	0
Recycled		Metric Tons	10	67
Diversion Rate**		Percentage	59	91
Hazardous Waste				
Landfilled		Metric Tons	3	6
Waste-to-energy		Metric Tons	0.76	5
Recycled		Metric Tons	2	4
Incinerated		Metric Tons	175	306
Diversion Rate**		Metric Tons	125	122
Incinerated		Metric Tons	0.03	0
Diversion Rate**		Percentage	1	1.4

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

SPOTLIGHT ON TRANSITION TO ECOTEK® BIODEGRADABLE GLOVES



Across our laboratories, manufacturing and operations, where single-use gloves are necessary, we have fully transitioned to EcoTek® biodegradable gloves. These gloves are silicone-free and accelerate landfill breakdown without any performance loss.



CORPORATE GOVERNANCE



Piyush Sharma, Chief Ethics & Compliance Officer and Indrani Franchini, Chief Legal Officer

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

Alnylam's strategy, P⁵x25, outlines our vision of becoming a top-tier biotech company by 2025. This goal requires Alnylam's growth and expansion but we cannot succeed without a deep underlying commitment to good governance and operating with integrity in all we do. As we scale, we will continuously advance the strongest ethics, compliance, and legal standards, ensuring corporate responsibility endures as we evolve.

Key Priorities in 2023:

- Launch vendor mentorship program for small and diverse suppliers
- Increase diverse supplier spend by 5%
- Increase spending with small businesses to support our local economy
- Achieve 100% completion on Code of Business Conduct and ethics training

Related Material Topics:

- Governance
- Transparency
- Supplier responsibility
- Data security and privacy



CORPORATE GOVERNANCE

Alnylam's Board of Directors (Board) is focused on leading with strong governance and integrity. Led by Board Chair Amy W. Schulman, our Board includes representatives from diverse populations, with six women and two people of color as members. Alnylam's CEO Yvonne Greenstreet, MBChB, serves on the Board and manages our Executive Leadership Team (ELT), comprised of Alnylam's most senior executives.

The Board and ELT manage Alnylam's performance at every level and maintain an open relationship with investors and other stakeholders, frequently communicating on governance issues and other key topics. Alnylam hosts regular investor meetings and presentations and openly shares these communications on our website. We also [publish on our website](#) the charters of each of our four Board committees, key governance guidelines, and our Code of Business Conduct and Ethics. Board committees include:

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

In 2022, our Board committees refined their focus areas to stay abreast of key industry trends and Alnylam's growth and expansion. The Nominating and Corporate Governance Committee continued its focus on cyber security following new SEC rules on cybersecurity risk management for public companies. The Science and Technology Committee is also expanding its focus to interact more deeply with and guide Alnylam's pipeline development and clinical trials processes. Each year, our Board committees evaluate their most important focus areas and respond to the company's needs and future prospects in their work.

2022 Board of Directors

Executive Chair of the Board

Amy W. Schulman

Audit Committee

Marsha H. Fanucci, Chair
Olivier Brandicourt, M.D.
Colleen Reitan

People, Culture and Compensation Committee

Amy W. Schulman, Chair
Steven M. Paul, M.D.
Olivier Brandicourt, M.D.

Nominating and Corporate Governance Committee

David E.I. Pyott, Chair
Dennis A. Ausiello, M.D.
Marsha H. Fanucci
Margaret A. Hamburg, M.D.
Amy W. Schulman

Science and Technology Committee

Phillip A. Sharp, Ph.D., Chair
Dennis A. Ausiello, M.D.
Steven M. Paul, M.D.
Margaret A. Hamburg, M.D.

“Across Alnylam, we are focused on creating ownership and a “speak-up” culture where individuals feel empowered and safe to raise issues and bring ideas to the forefront.”

- Piyush Sharma, Chief Ethics & Compliance Officer

SPOTLIGHT ON INTEGRITY WEEK



Colleagues across the globe participated in our inaugural integrity week. Through a series of events, activities, and communications, we were able to better understand and reflect on personal accountability and how to uphold Alnylam's standards of integrity and ethics in day-to-day interactions.

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Corporate Responsibility Governance

The Nominating and Corporate Governance Committee of the Board of Directors provides oversight for our CR and ESG-related matters. Our ELT is also directly involved in CR Governance through focus-area-specific teams that advance our work on a regular basis.

Our CR Steering Committee aligns key Working Groups for each of our areas of focus in CR – patients, science, employees, communities, planet, and governance. Each pillar's Working Group is led by a Chair or Chairs who are also members of the CR Steering Committee and key leaders from various areas of Alnylam whose responsibilities align with each pillar. These dedicated professionals oversee, develop strategy for, and review reporting and key performance indicators surrounding their individual pillars. By utilizing a cross-functional, team-based approach to CR, we continuously seek to integrate these strategies into our existing business initiatives. In 2022, our CR Steering Committee built on the learnings from our 2021 materiality study and worked to further align our CR structure with our P⁵x25 corporate strategy.

CR Governance Structure



CORPORATE RESPONSIBILITY EXPECTATIONS AS A TOP-TIER BIOTECHNOLOGY COMPANY



As we consider our role in becoming a top-tier biotech company by 2025, our CR Steering Committee also analyzed and captured the expectations of an industry leader in CR. We will continue to monitor and evaluate the evolving expectations of CR stakeholders as we pursue our corporate strategy.



CORPORATE GOVERNANCE

Ethics and Compliance

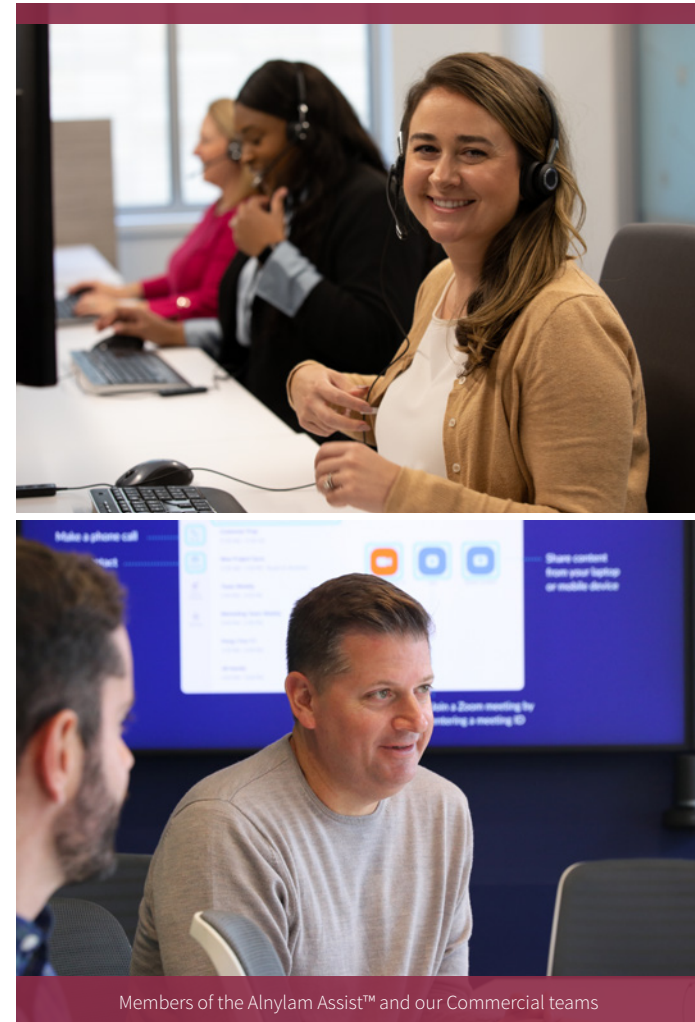
Alnylam continues to invest in ethics and compliance across the organization, demonstrating its importance and our continued commitment to integrity. In August 2022, we appointed a Chief Ethics & Compliance Officer (CECO). The CECO leads an organization that has doubled in size in recent years, with focus areas including governance, policy and process creation, training, systems development, risk assessment, and third-party risk management, among other ethics and compliance-related topics. This team works with our Corporate Compliance Committee to manage our Global Compliance Program. This committee is co-chaired by our CEO and CECO and includes all ELT members. The Committee meets quarterly and regularly reports to our Board's Nominating and Corporate Governance Committee. In 2022, Alnylam also launched local Compliance Committees across countries and regions, and appointed over 40 Global Compliance Champions, across functions, as ambassadors to help advance our culture of integrity. We also launched our inaugural Integrity Week in 2022 where we dedicated a week to celebrating Alnylam's commitment to integrity.

In 2023, Alnylam will introduce an R&D/Medical Compliance Committee and will continue to explore additional country-level committees to continue formalizing our compliance governance structure across all business units.

Alnylam's Code of Business Conduct and Ethics (Code) outlines our commitment to setting high standards for our employees and operations globally. We recognize that each geographic area where Alnylam operates may have unique laws and regulations. Our global Code ensures we employ the highest global standard for responsible operations, product quality, patient safety, privacy, ethical research, scientific exchange, and other areas of focus. Each year, we review our Code to ensure it remains relevant as Alnylam grows globally.

Our Code also addresses processes for reporting ethics concerns confidentially at Alnylam for all stakeholders. Our anonymous and confidential 24-hour Ethics and Compliance Hotline can be accessed by phone or online to report concerns. This phone line is monitored by a third party, and all reports to it are investigated thoroughly.

In 2022, Alnylam also deployed a new approach to training on the Code that was facilitated by support from subject matter experts across Ethics and Compliance, Legal and HR. This led to deeper engagement on the Code and identified peer compliance champions that employees could seek out for questions and more information. Feedback was overwhelmingly positive and we look forward to advancing our Global Compliance Champions Program in 2023.



Members of the Alnylam Assist™ and our Commercial teams

CORPORATE GOVERNANCE

Data Security and Privacy

Alnylam's privacy team applies a global approach, working to meet the highest and strictest standards across our operations related to personal data and privacy infrastructure. We use a "Privacy By Design" process that embeds our commitment to privacy into business processes, ensuring our technology enables privacy and data protection at every level.

In 2022, Alnylam formed a Data Governance Committee comprised of leaders from privacy, information security, information technology, and intellectual property to focus on data retention and disposal. This committee also addressed questions and created policies regarding data management and will execute across business units in 2023. In 2022 we further built out our infrastructure and enhanced supplier contracts to ensure privacy compliance. We also engage our third-party suppliers in privacy and security, conducting assessments of suppliers transferring data across national borders and engaging on new global privacy standards.

Each year, Alnylam celebrates Data Privacy Week in January and Security Awareness Month in October. Our Privacy Champions Network, a group of 30+ individuals across Alnylam, works during these key events and throughout the year to engage employees globally to learn more about security and privacy. Annually, employees are required to complete general privacy training which is with specific topics addressed to functional areas as needed. All employees are required to complete a Cyber Security course in October, and Privacy Champions present on topics including acceptable use, information sharing, and other topics. Throughout the year, employees can access our Ethics & Compliance website for privacy-related links and other resources such as brochures and trainings to ensure all employees have access to the most up-to-date information on data privacy protection.

As part of the Ethics and Compliance expertise area, our privacy team leads our Privacy By Design efforts to continuously promote our commitment to patient, employee and customer privacy in all that we do to protect their data.

Supplier Responsibility

Alnylam is proud of our strong supplier relationships and works to choose suppliers whose values match our own. We expect suppliers to meet our ethics, compliance, and corporate responsibility requirements. Guided by our Global Procurement Policy and Supplier Code of Conduct, we work to implement responsible, ethical purchasing practices in compliance with applicable laws, industry standards, internal policies and controls, business rules, and regulatory requirements globally.



Inside Alnylam's Global Command Center

CORPORATE GOVERNANCE

Supplier Responsibility (cont.)

Following the 2021 creation of Alnylam's Supplier Diversity Program, we have worked to quantify our spending with Tier I diverse suppliers and in 2022, we hired a dedicated supplier diversity team member with a focus on updating procurement guidelines and developing tracking mechanisms. Using our supplier portal on Alnylam.com, we register and onboard suppliers, linking directly to existing internal systems, and ensure suppliers accept and comply with our Supplier Code of Conduct annually. In 2023, we will also be working to implement a Tier II spending program to gather data from our preferred suppliers on diverse spending.

In addition to tracking diverse supplier spend, we are also tracking our total spending with non-diverse small businesses in our communities in the U.S. In 2022, our total spending with small business enterprises (SBE) totaled over \$40 million.

We have also worked to join key supplier leadership groups in our industry and local communities. We joined Diversity Alliance for Science, an organization bringing together like-minded corporations and suppliers to advance equity and inclusion in the life science/healthcare global supply chain. We are also engaging with Greater New England Minority Supplier Development Council in 2023.

Political Advocacy

It is important to Alnylam that our voice, and the voice of our patients, is heard regarding key topics including patient access, drug pricing, and health equity, among others. Alnylam's Political Action Committee (PAC) contributes to candidates for federal office in both major parties and complies with all Federal Election Commission regulations and rules regarding contributions and disclosure.

“We are excited that Alnylam has joined Diversity Alliance for Science as a corporate member. This will open a pathway for diverse suppliers which will bolster their inclusive procurement practices.”

- Dee Knopp, Executive Director, DA4S

KEY ACHIEVEMENTS IN SUPPLIER DIVERSITY

\$24+

million spent with diverse suppliers

\$44+

million spent with diverse and non-diverse small business enterprises

7%

increase in diverse supplier spend year-over-year

30%

increase in overall spend with diverse and non-diverse small business enterprises year-over-year



Alnylam 2022 SASB Index

Alnylam is proud to report based on recommended metrics for Sustainability Accounting Standards Board (SASB) framework for biotechnology and pharmaceuticals. We have reported here all metrics in this standard which are material to the Alnylam business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2022 unless otherwise noted.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Our clinical operations team ensures trials are safe and results are disclosed in a timely and accessible manner. We disclose our results regardless of whether they are positive or negative and regularly share the results of trials with the scientific community. We actively work to increase diversity in clinical trials, ensuring the safety and effectiveness of a potential treatment is evaluated across a wide spectrum of patients. Clinical Trial Practices: Alnylam CR Report: Science Section: p. 20. Alnylam Clinical Trials Website: https://clinicaltrials.alnylam.com/
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Alnylam experienced one FDA Sponsor Inspection in 2022 which was classified as NAI (No Action Indicated). Clinical Trial Practices: Alnylam CR Report: Science Section: p. 20.
Affordability and Pricing		
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	We work to maintain consistent pricing approaches, ensuring sustainable innovation for rare and ultra-rare diseases. We are committed to growth through continuous innovation, not arbitrary price increases. In 2022, Alnylam implemented a price increase of all medicines in the United States, including ONPATTRO®, GIVLAARI®, and OXLUMO®, by a modest low single digit percent less than the rate of inflation. Equitable Access and Affordability: Alnylam CR Report: Patient Section: p. 10.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	
Drug Safety		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	No Alnylam products are currently listed in the MedWatch Safety Alerts database. The FDA MedWatch Safety Alerts for Human Medical Products database can be publicly accessed here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program .
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	No fatalities have been associated with Alnylam products as reported in the FDA Adverse Event Reporting System, which can be publicly accessed here: https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-systemfaers/fda-adverse-event-reporting-system-faers-public-dashboard
HC-BP-250a.3	Number of recalls issued, total units recalled	Zero recalls to report in 2022.



SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE												
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2022, Alnylam accepted 526 vials of returned product, 2 of which were reused.												
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Zero FDA enforcement actions related to the manufacturing of Alnylam products in 2022.												
Counterfeit Drugs														
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Alnylam employs a process of serialization and utilizes Tracelink software to ensure ongoing traceability across our supply chain. Product Quality, Safety and Supply, Alnylam CR Report: Science Section: p. 22.												
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Product Quality, Safety and Supply, Alnylam CR Report: Science Section: p. 22.												
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None												
Ethical Marketing														
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Any material legal proceedings are disclosed in Alnylam's 10-K and Annual Report. Alnylam 10-K p. 82.												
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Alnylam 10-K p. 61. Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct												
Employee Recruitment, Development and Retention														
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Alnylam CR Report: Employees Section: p. 29.												
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	<table border="0"> <tr> <td>Voluntary turnover rate:</td> <td>Involuntary turnover rate:</td> </tr> <tr> <td>VP+: 3.9%</td> <td>VP+: 7.8%</td> </tr> <tr> <td>Director+: 9.0%</td> <td>Director+: 4.2%</td> </tr> <tr> <td>Assoc Dir: 9.0%</td> <td>Assoc Dir: 1.6%</td> </tr> <tr> <td>Manager+: 10.1%</td> <td>Manager+: 0.8%</td> </tr> <tr> <td>Individual contributor: 11.3%</td> <td>Individual contributor: 0.7%</td> </tr> </table>	Voluntary turnover rate:	Involuntary turnover rate:	VP+: 3.9%	VP+: 7.8%	Director+: 9.0%	Director+: 4.2%	Assoc Dir: 9.0%	Assoc Dir: 1.6%	Manager+: 10.1%	Manager+: 0.8%	Individual contributor: 11.3%	Individual contributor: 0.7%
Voluntary turnover rate:	Involuntary turnover rate:													
VP+: 3.9%	VP+: 7.8%													
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Assoc Dir: 9.0%	Assoc Dir: 1.6%													
Manager+: 10.1%	Manager+: 0.8%													
Individual contributor: 11.3%	Individual contributor: 0.7%													



DATA SUMMARY

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Alnylam does not currently require Rx-360 audits, but does perform a quality audit annually for all suppliers. Supplier Responsibility: Alnylam CR Report: Governance Section: p. 48.
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Any material legal proceedings are disclosed in Alnylam's 10-K and Annual Report. Alnylam 10-K p. 82.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Alnylam Code of Business Conduct and Ethics: http://www.alnylam.com/codeofconduct
SASB TOPIC/CODE	ACTIVITY METRIC	DISCLOSURE
HC-BP-000.A	Number of patients treated	3,775+ patients currently treated with ONPATTRO®, AMVUTTRA®, GIVLAARI® or OXLUMO® Link: JP Morgan Healthcare Conference Presentation: https://alnylampharmaceuticalsinc.gcs-web.com/static-files/5ef75d9b-1efa-4e02-8b55-31c05ee3714b
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Alnylam Pipeline Website: https://www.alnylam.com/alnylam-rnai-pipeline/



Alnylam 2022 GRI Index

GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational Profile		
	102-1 Name of the organization	10-K	10-K p. 1
	102-2 Activities, brands, products, and services	10-K	10-K p. 5.
	102-3 Location of headquarters	10-K	10-K p. 81.
	102-4 Location of operations	10-K	10-K p. 81.
	102-5 Ownership and legal form	10-K	Ownership Profile: https://investors.alnylam.com/ownership-profile
	102-6 Markets served	Website	10-K p. 5.
	102-7 Scale of the organization	10-K	Alnylam Snapshot: Alnylam CR Report: Introduction: p. 4.
	102-8 Information on employees and other workers	CR Report	Global Employee Snapshot: Alnylam CR Report: Employees: p. 26.
	102-9 Supply chain	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 48.
	102-10 Significant changes to the organization and its supply chain	10-K	10-K p. 48.
	102-11 Precautionary Principle or approach	10-K	10-K p. 48.
	102-12 External initiatives	CR Report	Product Development Partnerships: Alnylam CR Report: Science: p. 17.
	102-13 Membership of associations	CR Report	Key Community Partners and Coalition Membership: Alnylam CR Report: Communities: p. 33.
	Strategy		
	102-14 Statement from senior decision-maker	CR Report	CEO Letter: Alnylam CR Report: p. 3.
	102-15 Key impacts, risks, and opportunities	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
Ethics and Integrity			
102-16 Values, principles, standards, and norms of behavior	CR Report	Workplace Culture: Alnylam CR Report: Employees: p. 47.	
102-17 Mechanisms for advice and concerns about ethics	CR Report	Alnylam CR Report: Governance: p. 45. Alnylam Code of Business Conduct and Ethics: https://alnylampharmaceuticalsinc.gcs-web.com/	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Governance		
	102-18 Governance structure	CR Report	Anylam CR Report: Governance: p. 45.
	102-19 Delegating authority	CR Report	Anylam CR Report: Governance: p. 45.
	102-20 Executive-level responsibility for economic, environmental, and social topics	CR Report	Anylam CR Report: Governance: p. 45.
	102-21 Consulting stakeholders on economic, environmental, and social topics	CR Report	Anylam CR Report: Governance: p. 45.
	102-22 Composition of the highest governance body and its committees	CR Report	Anylam CR Report: Governance: p. 45.
	102-23 Chair of the highest governance body	CR Report	Anylam CR Report: Governance: p. 45.
	102-24 Nominating and selecting the highest governance body	CR Report	Anylam CR Report: Governance: p. 45.
	102-25 Conflicts of interest	Annual Report	Anylam Proxy Statement p. 3.
	102-26 Role of highest governance body in setting purpose, values, and strategy	Annual Report	Anylam Proxy Statement p. 24.
	102-27 Collective knowledge of highest governance body	CR Report	Anylam CR Report: Governance: p. 45.
	102-28 Evaluating the highest governance body's performance	Annual Report	Anylam Proxy Statement p. 24.
	102-29 Identifying and managing economic, environmental, and social impacts	CR Report	Linking Materiality to Global Strategy: Anylam CR Report: Introduction: p. 7.
	102-30 Effectiveness of risk management processes	Annual Report	Anylam Proxy Statement p. 25.
	102-31 Review of economic, environmental, and social topics	CR Report	Linking Materiality to Global Strategy: Anylam CR Report: Introduction: p. 7.
	102-32 Highest governance body's role in sustainability reporting	CR Report	About This Report: Anylam CR Report: Introduction: p. 8.
	102-33 Communicating critical concerns	10-K	10-K p. 67.
	102-34 Nature and total number of critical concerns	10-K	10-K p. 67.
	102-35 Remuneration policies	Annual Report	Anylam Proxy Statement p. 47.
	102-36 Process for determining remuneration	Annual Report	Anylam Proxy Statement p. 47.
102-37 Stakeholders' involvement in remuneration	Annual Report	Anylam Proxy Statement p. 47.	
102-38 Annual total compensation ratio	Annual Report	Anylam Proxy Statement p. 47.	
102-39 Percentage increase in annual total compensation ratio	Annual Report	Anylam Proxy Statement p. 47.	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Stakeholder Engagement		
	102-40 List of stakeholder groups	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-41 Collective bargaining agreements	10-K	10-K p. 43.
	102-42 Identifying and selecting stakeholders	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-43 Approach to stakeholder engagement	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-44 Key topics and concerns raised	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	Reporting Practice		
	102-45 Entities included in the consolidated financial statements	10-K	10-K p. 1.
	102-46 Defining report content and topic Boundaries	CR Report	About This Report: Alnylam CR Report: Introduction: p. 8.
	102-47 List of material topics	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-48 Restatements of information	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-49 Changes in reporting	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-50 Reporting period	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-51 Date of most recent report	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-52 Reporting cycle	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	102-53 Contact point for questions regarding the report	CR Report	Contact Information and Useful Links: Alnylam CR Report: Introduction: p. 62.
	102-54 Claims of reporting in accordance with the GRI Standards	CR Report	About This Report: Alnylam CR Report: Introduction: p. 8.
102-55 GRI content index	CR Report	GRI Content Index: Alnylam CR Report: Appendix: p. 53.	
102-56 External assurance	CR Report	About This Report: Alnylam CR Report: Introduction: p. 8.	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
200 series (Economic topics)			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	103-2 The management approach and its components	CR Report	Linking Materiality to Global Strategy: Alnylam CR Report: Introduction: p. 7.
	103-3 Evaluation of the management approach	CR Report	Alnylam CR Report: Governance: p. 44.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-K	10-K p. 85.
	201-2 Financial implications and other risks and opportunities due to climate change	CR Report	10-K p. 44
	201-3 Defined benefit plan obligations and other retirement plans	10-K	10-K p. 85.
	201-4 Financial assistance received from government	10-K	10-K p. 85.
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	10-K	10-K p. 85
	203-2 Significant indirect economic impacts	10-K	10-K p. 48.
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 48.
Anti-Corruption			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	10-K	10-K p. 44.
	205-2 Communication and training about anti-corruption policies and procedures	CR Report	Ethics and Compliance: Alnylam CR Report: Governance: p. 47.
Tax			
GRI 207: Tax 2019	207-1 Approach to tax	10-K	10-K p. 51.
	207-2 Tax governance, control, and risk management	10-K	10-K p. 51.
	207-3 Stakeholder engagement and management of concerns related to tax	10-K	10-K p. 51.



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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
300 series (Environmental topics)			
Materials			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 42.
	301-2 Recycled input materials used	CR Report	
	301-3 Reclaimed products and their packaging materials	CR Report	
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 40.
	302-2 Energy consumption outside of the organization	CR Report	
	302-3 Energy intensity	CR Report	
	302-4 Reduction of energy consumption	CR Report	
	302-5 Reductions in energy requirements of products and services	CR Report	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 42.
	303-2 Management of water discharge-related impacts	CR Report	
	303-3 Water withdrawal	CR Report	
	303-4 Water discharge	CR Report	
	303-5 Water consumption	CR Report	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
300 series (Environmental topics)			
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CR Report	Energy Use and Greenhouse Gas Emissions : Alnylam CR Report: Planet: p. 40.
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report	
	305-3 Other indirect (Scope 3) GHG emissions	CR Report	
	305-4 GHG emissions intensity	CR Report	
	305-5 Reduction of GHG emissions	CR Report	
	305-6 Emissions of ozone-depleting substances (ODS)	CR Report	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	CR Report	
Effluents and Waste			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 42.
	306-2 Waste by type and disposal method	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 42.
	306-3 Significant spills	CR Report	None
	306-4 Transport of hazardous waste	CR Report	Controlling Waste: Alnylam CR Report: Planet: p. 42.
	306-5 Water bodies affected by water discharges and/or runoff	CR Report	Water Management and Conservation: Alnylam CR Report: Planet: p. 42.
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 48.
	308-2 Negative environmental impacts in the supply chain and actions taken	CR Report	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
400 series (Social topics)			
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CR Report	Voluntary turnover rate: VP+: 3.9% Director+: 9.0% Assoc Dir: 9.0% Manager+: 10.1% Individual contributor: 11.3% Involuntary turnover rate: VP+: 7.8% Director+: 4.2% Assoc Dir: 1.6% Manager+: 0.8% Individual contributor: 0.7%
	401-3 Parental leave	CR Report	Supporting Employee Well-being: Alynlam CR Report: Employees: p. 24.
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CR Report	Workplace Safety: Alynlam CR Report: Employees: p. 31.
	403-2 Hazard identification, risk assessment, and incident investigation	CR Report	
	403-3 Occupational health services	CR Report	
	403-4 Worker participation, consultation, and communication on occupational health and safety	CR Report	
	403-5 Worker training on occupational health and safety	CR Report	
	403-6 Promotion of worker health	CR Report	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CR Report	
	403-8 Workers covered by an occupational health and safety management system	CR Report	
	403-9 Work-related injuries	CR Report	
	403-10 Work-related ill health	CR Report	



GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
400 series (Social topics)			
Training and Education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CR Report	Employee Processional Development: Alnylam CR Report: Employees: p. 30.
	404-2 Programs for upgrading employee skills and transition assistance programs	CR Report	
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CR Report	Diversity, Equity and Inclusion: Alnylam CR Report: Employees: p. 27.
	405-2 Ratio of basic salary and remuneration of women to men	CR Report	
Human Rights Assessment			
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	CR Report	Alnylam CR Report: Governance: p. 44.
	412-2 Employee training on human rights policies or procedures	CR Report	
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	CR Report	Alnylam CR Report: Communities: p. 33.
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	CR Report	Supplier Responsibility: Alnylam CR Report: Governance: p. 48.
	414-2 Negative social impacts in the supply chain and actions taken	CR Report	



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GRI STANDARD	DISCLOSURES	SOURCE	PAGE NUMBER(S) AND/OR URL(S)
Material Topics			
400 series (Social topics)			
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	CR Report	Alylam CR Report: Governance: p. 49.
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	CR Report	Alylam CR Report: Patients: p. 9.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	CR Report	
Customer Health and Safety			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	CR Report	Alylam CR Report: Governance: p. 44.
	417-2 Incidents of non-compliance concerning product and service information and labeling	CR Report	
	417-3 Incidents of non-compliance concerning marketing communications	CR Report	
Customer Privacy			
GRI 418: Customer Privacy 2016	Alylam CR Report: Governance: p. 48.	CR Report	Alylam CR Report: Governance: p. 48.



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