

2024 Corporate Responsibility Report Summary



In our quest to realise the tremendous potential of RNAi therapeutics, 2024 was a pivotal year. At this transformational moment, we remain steadfast in our belief that making history means advancing groundbreaking science while shaping a healthier, more equitable, and sustainable future for all.”

Yvonne Greenstreet — MD, MBA, Chief Executive Officer

Since we were founded in 2002, Alnylam’s pioneering science has yielded critical breakthroughs and innovations that have made RNA interference (RNAi)-based medicines a reality. This new class of medications is already impacting the lives of patients around the world.

Corporate responsibility at Alnylam

The Alnylam ‘**Challenge Accepted**’ approach is rooted in a responsibility to be an ethical, values-based corporate citizen. It informs business strategy and guides ongoing efforts to use the business as a force for good.

Throughout this Corporate Responsibility Summary, you will see Alnylam’s ‘Challenge Accepted’ ethos showcased in the extraordinary efforts of teams across the business to increase the value we deliver to society across four main areas:

01. Transforming Lives Through **Innovation**

02. Investing in Our Culture, with Patients as Our **North Star**

03. Promoting Health **Equity**

04. Mitigating Our **Environmental Impact**

Alnylam operates across closely interrelated pillars that are material to our everyday operations and external impact – Patients, Science, Employees, Communities, Planet, and Governance.



About this report

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

OUR STRATEGY

Alnylam's growth has been guided by our five-year P⁵x25 global strategy which represents our commitment to delivering transformative rare and common disease medicines for patients around the world, through sustainable innovation and exceptional financial performance driving profitability. This strategy has readied us to meet the following:

- **Patients:** Over 0.5 million on Alnylam RNAi therapeutics globally
- **Products:** 6+ marketed products in rare and prevalent diseases
- **Pipeline:** Over 20 clinical programmes, with 10+ in late stages and 4+ Investigational New Drug (IND) applications per year
- **Performance:** ≥40% revenue Compound Annual Growth Rate (CAGR) through to 2025 year end
- **Profitability:** Achieve sustainable non-Generally Accepted Accounting Principles (GAAP) profitability within period

MATERIALITY

In 2024, our Corporate Responsibility (CR) Steering Committee took on the work needed to comply with the Corporate Sustainability Reporting Directive (CSRD) in Europe and to make sure Alnylam meets sustainability and responsibility regulations around the world. As part of our regulatory readiness process, we will continue to refine our annual materiality study by incorporating the principles of double materiality and capturing stakeholder perspectives on the impact, importance, and performance of Alnylam's identified material topics across our value chain. We believe our CR initiatives most closely align with six of the UN Sustainable Development Goals: Good health and well-being; Decent work and economic growth; Industry, innovation, and infrastructure; Reduced inequalities; Responsible consumption and production; and Climate action.

2024 IN NUMBERS:

\$1.6 billion

in combined net product revenue

2,100+

employees worldwide

16+

therapeutics in clinical development pipeline at the end of 2024, including 4 in late-stage development

33%

year-over-year growth in product revenues

Patients

At Alnylam, we embrace our responsibility to create significant, sustainable patient impact.

Beyond accepting the challenges of scientific discovery, development, and delivery, we believe that we are accountable for ensuring that patients who can benefit from our medicines have access to them.

We keep patients at the centre of everything we do because we believe that no patient should have to wait for hope.



2024 PROGRESS:

- Successfully relaunched Patient Access Philosophy, reflecting Alnylam’s growing global footprint and commitment to reduce barriers to access and improve outcomes
- Continued to connect patient outcomes with strategies across our business units, ensuring the patient perspective is included in our decision making
- Further enhanced processes and protocols incorporating diversity of opinions and inclusivity into clinical trials
- Launched a Patient Perspectives series designed to help employees understand experiences of people impacted by some of the diseases that we are targeting
- Formalised our approach to engage communities and involve them in the development of our clinical programmes

Patient Access

Our Patient Access Philosophy, established in 2017 and revisited in 2024, continues to guide us, holding us accountable for ensuring that access and outcomes align with the value our therapies bring to patients. In keeping with our global commitment to health equity, we recognise the unique barriers underrepresented groups face in accessing healthcare. We work directly with patients and engage with patient organisations around the world to better understand the barriers patients face in receiving diagnosis and treatment. In 2024, Alnylam introduced a formal engagement process to involve patient communities in clinical development.

~70

countries have access to Alnylam therapies either directly or via a distribution partner

1,300+

patients participating in registries

55+

patient reported outcome measures in clinical trials

860+

patients worldwide have received access under compassionate use

2,500+

patients participating in clinical trials for our therapies



Patient Engagement, Education, and Advocacy

Alnylam listens to and learns from patient experiences and the perspectives of their entire care team, including physicians and patient advocacy groups. We collaborate with and support patient advocacy groups around the world to help increase disease awareness, enable early diagnosis, and foster an informed patient community.

In 2024, we launched our first-ever social media influencer initiative, partnering with an AHP patient influencer in Spain to expand the reach of her educational messaging to more audiences.

We also launched the **Patient Perspectives** series designed to help employees understand experiences of those impacted by diseases that we address. Through this series, patients, caregivers, and advocates share their journeys, offering powerful insights into the challenges, triumphs, and daily realities of those living with disease. In our first session, a mother, caregiver, and Huntington’s disease patient advocate shared their personal experiences with this devastating disease.

~200

patient advocacy events supported globally

85+

patient advocacy organisations engaged with

Global Approach

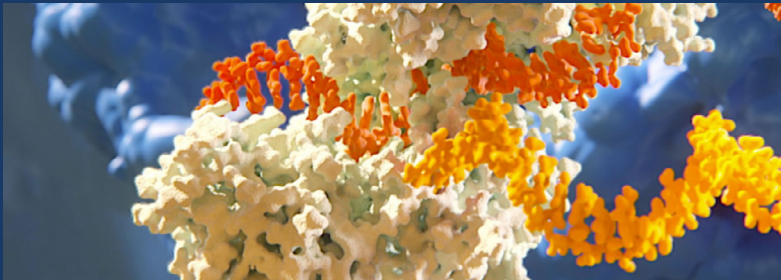
We demonstrate the value of our innovative medicines to local reimbursement bodies with the goal of shortening the time to reimbursement and expanding patient access. In Europe, for our most recently launched medicine, we achieved local reimbursement in a shorter timeframe compared to other non-oncology orphan medicines. Another way Alnylam is working to reach patients globally is by establishing a formal Humanitarian Access programme which we will pilot in 2025.

11

new national reimbursement listings in 2024 across our portfolio of medicines in Europe

Science

We advocate for science and innovation to address critical health and social issues. We remain committed to advancing programmes with the greatest potential for transformative patient impact to address a wide range of diseases with high unmet need.



For more than 23 years, Alnylam has led the RNAi Revolution by investing in research and development. We are still hard at work to develop the next generation of therapies to treat patients with both rare and prevalent diseases and meet our aim to deliver RNAi therapeutics to all major tissues.”

Paul Nioi - Senior Vice President, Research

2024 PROGRESS:

- Shared positive results from HELIOS-B Phase 3 study
- Shared positive Phase 1/Phase 2 results for our investigational Alzheimer’s disease, cerebral amyloid angiopathy (CAA), hypertension, and ATTR amyloidosis treatments and initiated a Phase 2 study in CAA
- Progressed execution of our research and development strategy for sustainable innovation including filing four Investigational New Drug (IND) applications for Alnylam-led programmes in 2024
- Continued to build global partnerships with UK Biobank and Our Future Health in the UK and launched a new partnership with Discover Me South Africa
- Continued our partnership with human genetics studies globally to ensure a pipeline of genetically validated targets

R&D, Innovation, and Pipeline:

Every day at Alnylam, a talented group of researchers is hard at work building a robust pipeline of RNAi therapeutics targeted at diseases with high unmet need. Our ambitious 2-2-5 pipeline and platform expansion initiative seeks to extend the reach of RNAi therapeutics to many additional patients. From 2024 through 2025, this 2-2-5 strategy involves filing Investigational New Drug (IND) applications for nine new Alnylam-led programmes, including two in new tissues, two in the central nervous system (CNS), and five in the liver. In 2024, the continued advancement of our TTR amyloidosis franchise paves the way for additional successes in multiple therapeutic areas such as hypertension, Alzheimer’s disease, and Huntington’s disease.

2025 GOALS:



A Sustainable Innovation Engine:

One of the key attributes of RNAi therapeutics is the ability to target any gene in the genome. We continue to innovate to deliver RNAi therapeutics to tissues throughout the body to impact a broader range of diseases. Alnylam’s sustainable innovation engine is a three-pronged approach to drug discovery and long-term growth that includes delivery of RNAi therapeutics to new tissues, enhancement of our existing platform designs, and continued investment in human genetics to identify promising drug targets.

Clinical Trials:

As we deliver new treatments to patients, clinical trials enable the safe and effective evaluation of those treatments. At Alnylam, we hold ourselves to the highest standards when it comes to conducting our clinical trials, from developing clinical trial processes, to enrolling patients, to publishing the trial results, and improving the participant experience. We are committed to enrolling a diverse population in terms of age, race, sex, ethnicity, and other factors into our clinical trials with the hope of ensuring that all communities can benefit from our scientific advances. We are actively decentralising our clinical trials to reach underserved communities and we continuously measure our metrics to ensure we meet our goals. Alnylam forms strategic partnerships to advance our science and pipeline.

Visit clinicaltrials.alnylam.com to find out more.



Employees

At Alnylam, we recognise that our employees and our culture drive our company’s mission, priorities, and success through their commitments to science, innovation, and patients.

We foster a culture of openness, creativity, and diverse perspectives, where employees feel included, supported, and heard.



Incredible things happen when science and culture come together. Alnylam is built on a foundation that consistently prioritises our people, culture, innovation, and patients.”

Christine Lindenboom - Chief Communications Officer

2024 PROGRESS:

- Continue to increase hiring from underrepresented populations at all levels
- Increased female representation at the Senior Leadership Team level
- Obtained high favourable ratings in DE&I questions within our culture survey
- Increased DE&I engagement globally through employee ambassadors

Culture and Workplace

Alnylam has spent years cultivating the strong and distinct culture that fuels our performance, and as we grow, we strive to scale this culture across our global enterprise. We seek to be an industry leader regarding overall favourability in our Annual Culture Survey, and in 2025 we aim to score above the benchmark against our pharmaceutical peer group in this category.

A Great Place to Work: 10 countries certified by **Great Place to Work**, including 7 years in a row for Switzerland and the UK. In the UK, we were also certified as a Great Place to Work for Women, a Great Place to Work for Wellness, and a Great Place to Work in BioPharma; and in Germany, we were certified as a Great Place to Work in Bavaria.

FIVE CORE VALUES DRIVE OUR WORK AT ALNYLAM



25

industry and corporate awards in 2024, including **9** globally

6th

year in a row as Science Magazine Top Place to Work

Alnylam CEO
Yvonne Greenstreet named
2024 Woman of the Year
by Healthcare Businesswomen’s Association (HBA)



Diversity, Equity, and Inclusion

Our DE&I efforts are supported by our Employee Resource Networks (ERNs): company-sponsored, employee-led groups that foster networking, education, and advocacy, promoting a diverse and inclusive workplace. We aim to increase membership and collaboration across ERNs, as well as ERN engagement with community organisations in the locations where our employees live and work.

88%
employees believe Alnylam
supports diversity in
the workplace

40%
female representation
in senior leadership



Employee Wellbeing and Safety

We strive to ensure that our employees can bring their best selves to work each day and feel healthy, safe, and protected in their workplaces. We celebrated “Alnylam Global Wellness Month” and a dedicated “Wellness Week” engaging internal and external leaders to provide tips for achieving big, bold goals, and developing resilience by caring for our mental and physical health. We actively develop policies, processes, and benefits programmes that support our employees and their families. In 2024, Alnylam took a bold step toward redefining inclusive fertility benefits by offering Carrot Fertility to its employees worldwide, including support for fertility health, assisted reproduction, and hormonal health including menopause.

Communities

Our passion to improve human health stands at the centre of our community impact work and extends into our local communities around the world.

Together, we mobilise our time, talents, and resources to reduce the barriers that limit access to quality health care, increase student learning about RNAi and STEM, support people during difficult times, and care for our environment.



2024 PROGRESS:

- Continued investment in our multi-year partnerships related to Alnylam's flagship Challengers programme focused on health equity, with a plan to expand in 2025
- Continued to increase employee engagement in our community impact and health equity work, with nearly 50% participating in Community Service Week
- Established a new working group to inform our approach to amplifying patient advocacy, including reviewing grant programmes

Health Equity

Alnylam Challengers, our signature community impact programme launched in 2021, seeks to improve health outcomes by rallying behind bold leaders and organisations increasing access to personalised care and support services for underserved communities. We continued to rally around the cause of refugees and support individuals in their journey toward employment and entrepreneurship in their adopted country. Securing quality work promotes financial independence, improves health outcomes, and supports individuals as they seek to build new lives for themselves and their families.

We support charitable partners and innovative entrepreneurs focused on tackling social determinants of health (SDOH) including ongoing partnerships with:



Impact of Alnylam Challengers

In UK, Spain, Italy, and the Netherlands:

SPOTLIGHT

Asil, a refugee from Syria, joined Refugee Action’s Pathways to Work employability programme in October 2024. Following a mixture of group and 1:1 sessions, she has secured her first paid employment in the UK within a residential care home.

“Your help and belief in me made a big difference in my journey, and I wouldn’t have achieved this without you all at Refugee Action.”

891

refugees supported directly by the programmes

198

refugees supported into employment, education, and volunteering

42

Alnylam employees mentoring / supporting refugees

Employee Service in Our Communities

Our annual company-wide global Community Service Week, Alnylam Challengers events, disaster-response fundraising campaigns, and other initiatives engage employees in-person and virtually throughout the globe. Several initiatives spanned our global sites, including holiday giving drives providing winter essentials and holiday gifts to underserved members of the communities where our employees live and work.

3rd

year in a row on HumanKind 100 list

3,000+

volunteer time off hours utilised by Alnylam employees

48

volunteer projects worldwide

1,000+

employees participated in our annual Community Service Week across 14 countries

Over 88%

of employees in Europe, Canada, and Japan believe Alnylam participates in activities and supports causes that benefit the larger community

Planet



At Alnylam, we recognise that the health of the global population is inextricably linked to the health of our planet.

We believe it is essential to minimise our impact on the environment and work to address the growing threat of climate change globally.



“Our environmental sustainability efforts are deeply rooted in action and impact, not just words. We are integrating strong environmental practices into our operations. Environmental excellence isn’t a side project; it’s imperative we embrace to ensure a healthier world for future generations.”

Jeff Richards - Senior Director, Environmental Health and Safety (EHS)

2024 PROGRESS:

- Successfully verified our Scope 1, 2, and 3 emissions and expanded our Scope 3 reporting to include all relevant and applicable categories
- Certified two Alnylam laboratories with My Green Lab Certification
- Implemented renewable energy initiatives at Norton and Alewife facilities so that both are now powered by renewable energy
- Completed water risk assessments for all sites globally using the World Resources Institute Water Risk Atlas and the World Wildlife Fund Water Risk Filter

Environmental Impact

As we move into 2025, our environmental team remains committed to strengthening its data collection and verification processes to ensure compliance with key global regulations, including Corporate Sustainability Reporting Directive (CSRD). As Alnylam grows, we actively seek opportunities to demonstrate that our environmental strategy is aligned with best practices in our industry.

Using Resources Responsibly

We strive to ensure responsible resource usage, continually optimising our treatment and disposal processes to minimise waste and enhance recycling initiatives. In 2024, we had significant water and energy savings at major operational sites. We work to identify opportunities to optimise our treatment and disposal processes, minimising waste, and increasing reuse and recycling initiatives. In 2024, Alnylam participated in the e-leaflet pilot in Portugal to remove paper leaflets saving approximately 31,000 US letter-sized pages of paper. In 2025, the Global Labelling team will be pursuing e-leaflet implementation for several additional countries and products.

2.1M

gallons of water use avoided

2,000

pounds of plastic waste recycled

12,000

pounds of CO2e emissions eliminated



Governance



At the core of Alnylam’s growth is a commitment to good governance.

Our values drive us to act with urgency and innovate, but always with responsibility and ethics at the core. Our success and our continued ability to serve patients depend on our ability to follow the most robust legal, compliance, and ethical standards for our industry.

2024 PROGRESS:

- Developed a comprehensive framework for small and diverse supplier mentorship
- Achieved 4.98% small business spend in 2024 and continue to evolve our diverse and small business supplier partnership
- Implemented new and updated compliance policies, procedures, and training across the company

Corporate Governance

Alnylam emphasises strong corporate governance practices with a highly independent Board of 12 Directors comprising diverse skills and backgrounds to ensure effective oversight.

83%

of the board are independent

42%

of the board identify as female

2

members of the board are from underrepresented groups

Ethics and Compliance

Our Ethics and Compliance team is dedicated to maintaining high standards through clear governance structures, comprehensive policies, advanced systems, and proactive third-party risk management. Enterprise Risk Management enables deep discussions on building ethical relationships with healthcare professionals, patients, and communities. Our global Code upholds high standards for responsible operations, patient safety, privacy, ethical research, and compliance with global regulatory requirements. This will include, among other initiatives, enhanced global policies and supporting procedures, tailored handbooks providing guidance for key teams across the organisation, and a refreshed employee Compliance Champions programme to amplify our compliance culture and voice.

Data Security and Privacy

In 2024, we continued implementation of our [Responsible Use of Artificial Intelligence](#) statement as we continue to evaluate global understanding and potential usage of AI business tools across Alnylam.

Supplier Responsibility

Alnylam engages with suppliers under clear ethical guidelines outlined in our Global Procurement Policy and Third-Party Code of Conduct. We prioritise ethical and responsible procurement practices that comply with all applicable global standards and regulations, ensuring responsible engagement across our supplier network.

\$41.5M+

spent with Small Business Enterprises (SBE)

4.98%

small business spend in 2024

