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This is **Regeneron's fifth annual Responsibility Report**, which builds on our long-standing commitment to responsible business practices and transparency.

It covers data and activities related to our responsibility strategy for our fiscal 2021 year, covering the period January 1 to December 31, 2021 (except where otherwise indicated) and spanning our global operations.

In addition to this report, we disclose select environmental, social and governance (ESG) information to relevant third parties that produce ESG ratings and rankings, including CDP, a global environmental disclosure non-profit organization. We have participated in CDP's Climate Change and Water Security programs since 2015 and 2016, respectively.

Our 2021 Responsibility Report continues to align with the Sustainability Accounting Standards Board (SASB) framework and, for the first time, was prepared using the Global Reporting Initiative (GRI) Standards' Core option. In 2022, we published our second annual report aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We welcome your feedback at communications@regeneron.com.



LETTER FROM LEADERSHIP

We are pleased to share Regeneron's 2021 Responsibility Report.

As the COVID-19 pandemic persisted for the second year, our team continued to rise to the challenge, working relentlessly to meet the evolving needs of our patients, colleagues and communities. Our passion and shared values were instrumental in driving progress towards our global 2025 responsibility goals, which span across three focus areas:

- Improve the lives of people with serious diseases
- Foster a culture of integrity and excellence
- Build sustainable communities

Our commitment to patients fueled our efforts. We remained resolute in ensuring affordable access to our COVID-19 therapy, REGEN-COV. In 2021, we delivered 2.8 million doses of REGEN-COV to the U.S. government; the government provided the treatment to eligible patients in the U.S. free of charge. To facilitate access around the world, our partner Roche is utilizing gross national income (GNI) tiered pricing to address affordability challenges in low- and middle-income countries.

Simultaneously, teams in our labs and at our production sites advanced several potential new medicines across our preclinical and clinical pipeline, achieving more than 30 candidates in the clinic at year's end. Along the way, we celebrated important milestones for patients

in our core disease areas, including the U.S. Food and Drug Administration (FDA) approving our first-in-class medicine, Evkeeza, for people with homozygous familial hypercholesterolemia (HoFH), an ultra-rare, inherited disorder.

As our products and pipeline grow, so does our team. In 2021, our workforce grew nearly 14 percent year over year. Our colleagues make Regeneron special and are essential to our business success. As the pandemic stretched on, we continued to adapt our protocols and procedures to safeguard their health and safety while ensuring the important work being done across our sites could continue. Similarly, we introduced additional wellbeing programs and benefits to support our colleagues and their loved ones.

We also strengthened our work in diversity, equity and inclusion (DEI). Our new DEI strategy – Better Workplace, Better Science, Better World – underscores our commitment and responsibility to advance DEI to make better medicines for all.

We believe our significant investments in science, technology, engineering and math (STEM) education are crucial to creating a more equitable world. Through our strategic philanthropic programs, including the Regeneron Science Talent Search and the Regeneron International Science and Engineering Fair, we are fostering the next generation of scientific leaders to help solve the world's most pressing challenges.

It is our responsibility to safeguard our planet to ensure these future generations can thrive, and we continue to work towards our environmental targets.

We are proud of our team's achievements in 2021. Their work and dedication led us to be recognized again on the Dow Jones Sustainability World and North America Indices for our corporate responsibility leadership.

As we conclude another difficult year, we want to thank our many stakeholders for trusting us to deliver vital medicines to patients and we look forward to continuing to innovate for years to come.

Sincerely,



P. Roy Vagelos, M.D.
Chair of the Board



Leonard S. Schleifer, M.D., Ph.D.
President and Chief Executive Officer



George D. Yancopoulos, M.D., Ph.D.
President and Chief Scientific Officer

ABOUT OUR BUSINESS

Regeneron is a leading biotechnology company that invents, develops and commercializes life-transforming medicines for people with serious diseases.

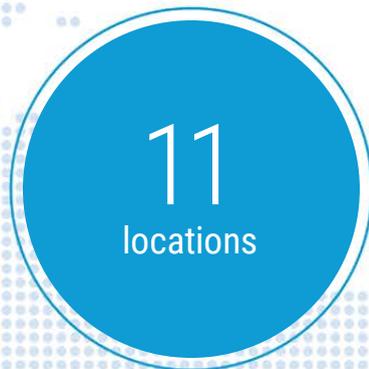
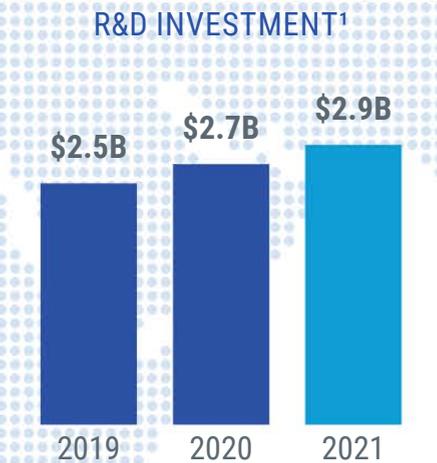
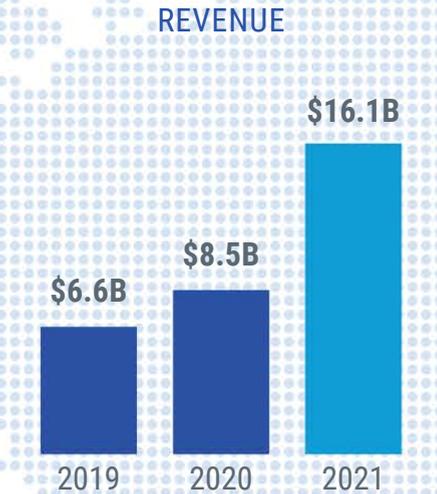
Founded and led for nearly 35 years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to nine FDA-approved treatments and numerous product candidates in development, almost all of which were homegrown in our laboratories. Our medicines and pipeline are designed to help patients with eye diseases, allergic and inflammatory diseases, cancer, cardiovascular and metabolic diseases, pain, hematologic conditions, infectious diseases and rare diseases.

Regeneron is accelerating and improving the traditional drug development process through our proprietary *VelociSuite*[®] technologies and through ambitious research initiatives such as the *Regeneron Genetics Center*[®] (RGC[™]), which is conducting one of the largest genetics sequencing efforts in the world.



BUSINESS SNAPSHOT

Financial Highlights



¹ Research and development expenses for the year ended December 31, 2019 includes a \$400.0 million up-front payment to Alnylam in connection with our collaboration agreement.

OUR BUSINESS MODEL

We lead with science and take a long-term view as we pursue our mission of bringing important new medicines to patients.

We have been led for more than three decades by physician-scientists Leonard Schleifer and George Yancopoulos, whose consistent vision and science-first approach has helped define our culture and set us apart. Our [Board of Directors](#) is made up of industry experts, Nobel Laureates and members of the National Academy of Sciences. Similarly, our [senior management](#) team possesses rich and diverse industry knowledge, a passion for science and a shared commitment to transforming lives. Our employees represent a broad range of backgrounds, just like the people who take our medicines, bringing a wide array of perspectives and experience. Company-wide, nearly 1,200 of our full-time employees hold a Ph.D. and/or M.D.

Over the past decades, we have invested in the deep scientific and technological capabilities that provide the strong foundation supporting today's broad preclinical efforts, robust clinical pipeline, industry-leading manufacturing capabilities and commercial efforts. From the start, corporate responsibility has informed every part of our business, from the diseases we choose to research to how we price our medicines.

OUR MEDICINES

FDA-approved medicines discovered and developed in Regeneron labs:

ARCALYST[®]
(rilonacept)¹

Dupixent[®]
(dupilumab)²

Evkeeza[®]
(evinacumab-dgnb)³

EYLEA[®]
(aflibercept) Injection⁴

Inmazole[®]
(atoltivimab, maftivimab,
and odesivimab-ebgn)

Kevzara[®]
(sarilumab)²
Please see Prescribing Information
including **Boxed Warning**.

Libtayo[®]
(cemiplimab-rwlc)²

Praluent[®]
(alirocumab)⁵

ZALTRAP[®]
(ziv-aflibercept)⁶
Please see Prescribing Information
including **Boxed Warning**.

Medicines authorized for emergency use by the FDA:

REGEN-COV[®]
(casirivimab with imdevimab)⁷

¹ Commercialized by Kiniksa Pharmaceuticals, Ltd. in the U.S.

² Commercialized with Sanofi.

³ Commercialized by Regeneron in the U.S. and Ultragenyx Pharmaceuticals Inc. outside U.S.

⁴ Commercialized by Regeneron in U.S. and Bayer outside U.S.

⁵ Commercialized by Regeneron in U.S. and Sanofi outside U.S.

⁶ Commercialized by Sanofi.

⁷ In collaboration with Roche. REGEN-COV (casirivimab with imdevimab) is an unapproved investigational therapy, and there are limited clinical data available. Serious and unexpected adverse events may occur that have not been previously reported with REGEN-COV use. In January 2022, the FDA revised the EUA for REGEN-COV to exclude its use in geographic regions where, based on available information including variant susceptibility and regional variant frequency, infection or exposure is likely due to a variant such as Omicron (B.1.1.529) that is not susceptible to the treatment. With this EUA revision, REGEN-COV is not currently authorized for use in any U.S. states, territories, or jurisdictions, since Omicron is currently the dominant variant across the United States.

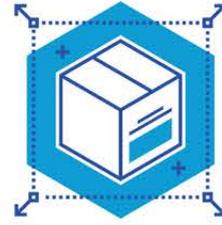




Research and Development (R&D)

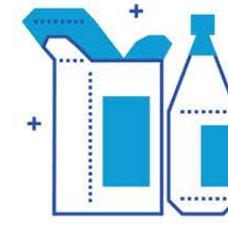
Our *VelociSuite* antibody technologies help us accelerate the average time from discovery to regulatory approval of our medicines so that we can bring needed new medicines to patients faster. We continue to develop new technologies and ambitious research initiatives, such as the Regeneron Genetics Center (RGC), to keep our pipeline filled with innovative and promising discoveries that will hopefully help patients for decades to come.

To accomplish this, we reinvest a significant portion of revenue – an average of \$2.7 billion annually over the past three years – back into these R&D efforts. As a result, all of our FDA-approved medicines and the bulk of our clinical pipeline assets were homegrown in our labs.



Production and Supply

With production facilities in Rensselaer, New York, and Limerick, Ireland, our award-winning Industrial Operations and Product Supply (IOPS) team is responsible for the manufacturing, quality assurance and distribution of all of our biologic medicines, including our approved antibodies and those used in clinical studies.



Commercialization and Access

With input from a cross section of stakeholders, we determine fair pricing to help ensure the patients who need our medicines can access and afford them. We also work with insurers, physicians, public health agencies, non-governmental organizations and others in our industry to improve access to treatment. Our policies provide clear requirements for our employees, contractors and vendors who communicate with the healthcare community. We provide patient support services to help patients throughout their treatment journey and support organizations that help people touched by serious diseases.



Collaboration

Collaborations play a vital role in delivering medicines to patients who need them. Our collaborations with government entities and large global pharmaceutical companies such as Bayer, Roche and Sanofi support our ability to develop medicines quickly and expand access to patients around the world. We also collaborate with academic institutions and emerging biopharma companies to stay on the leading edge of biomedical science and technological innovation. We share Regeneron's scientific and technological expertise with collaborators such as Anylam Pharmaceuticals, Inc., Adicet Bio, Inc., Decibel Therapeutics Inc. and Intellia Therapeutics Inc. so that we can extend our impact to many more fields of medicine than we could reach on our own. Details about our collaborations can be found on our [website](#).

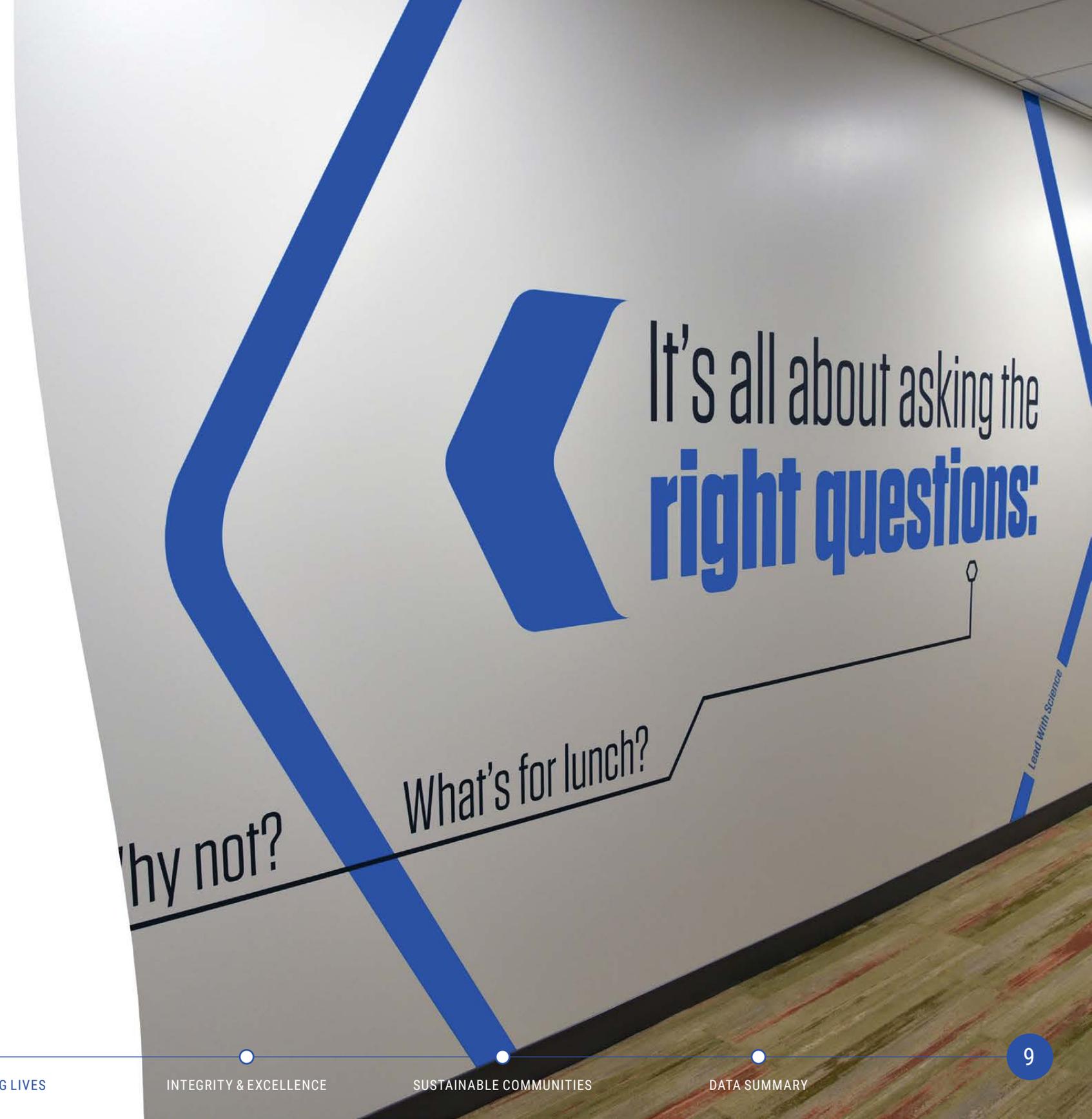


OUR CULTURE

Since our founding nearly 35 years ago, Regeneron has become a leading science and technology company that delivers potentially life-changing medicines to patients in need.

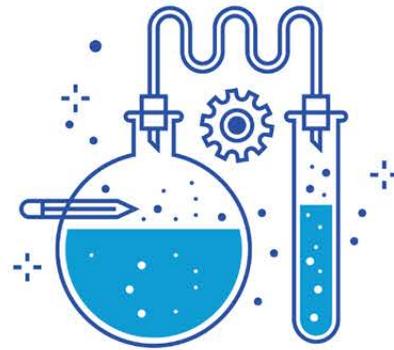
Our workforce continues to grow rapidly alongside our business – in 2021, we grew 14 percent year over year. The Regeneron Way, our company’s values and behaviors, define who we are, what we stand for and how we work together. These principles put into words the special culture that has fueled our innovation from the start.

Regeneron leaders are uniquely positioned to support our culture and help colleagues understand how our values and behaviors influence everything we do. The Regeneron Way Resource Center, launched in 2021, provides managers with the tools, tips and templates to help them embed our values in their teams.



The Regeneron Way

Our mission is to continually bring important new medicines to patients with serious diseases.



LEAD WITH SCIENCE

Science drives our business, and passion drives our science. Whether you're doing science, supporting science or delivering science. It's what we do.



MAKE IT HAPPEN

It may not always be easy, but we figure it out and get it done. We have little appetite for unnecessary bureaucracy that can get in the way of innovation or quality.



DO WHAT'S RIGHT

We do well by doing good. We act with integrity and pride ourselves on doing the right thing—by each other, our communities, our patients and the world around us.



TAKE ON BIG IDEAS

We take the long view and tackle the big ideas, the unsolvable problems, and the bottlenecks that get in the way. We pursue ideas with passion and courage, to make a real difference.



BE GREAT TOGETHER

While others talk about teamwork, we actually do it. When you work with smart, fun people, you bring out the best in each other and can do the extraordinary.

OUR APPROACH TO RESPONSIBILITY

Regeneron's long-standing commitment to corporate responsibility is crucial to achieving our ambitious mission of delivering vital medicines to patients in need.

Our responsibility strategy focuses on using the unique knowledge and expertise within our company to address the issues that matter most to our business and to our stakeholders. Our corporate philosophy of 'Doing Well By Doing Good' guides our approach.



Global Governance

The Regeneron Board of Directors has formalized oversight for corporate responsibility. The Board has delegated oversight of ESG-related matters to the Corporate Governance and Compliance Committee (CGCC), which reviews progress against our responsibility strategy at least once a year. The Chief Executive Officer (CEO), who has overall responsibility for business strategy, including ESG matters, is a member of the Board.

At the operational level, a Responsibility Committee, comprised of cross-functional business leaders, is accountable for relevant goals and metrics. Regeneron's Head of Citizenship is a member of the senior management team and reports directly to the CEO.



Responsibility Strategy

Regeneron's responsibility strategy centers on three focus areas:



IMPROVING THE LIVES OF PEOPLE WITH SERIOUS DISEASES

Pipeline Innovation
Patient Advocacy
Drug Access and Pricing



FOSTERING A CULTURE OF INTEGRITY AND EXCELLENCE

Our Responsible Business
Diverse, Healthy and
Engaged Workforce



BUILDING SUSTAINABLE COMMUNITIES

Environmental Stewardship
Social Impact
Economic Development

Our Strategic Focus on Material¹ Issues

The three focus areas inform the structure of this report and guide our strategy. These strategic focus areas reflect:

- Our organization's vision, mission and business priorities
- Opportunities and gaps identified through ongoing internal reviews and stakeholder engagement
- Priority ESG issues identified in a [global materiality assessment¹](#) undertaken in 2018 with input from senior leaders and external stakeholder groups, including healthcare trade organizations, investors, patient advocacy groups and access-to-medicine nonprofits

¹ In this report, we use the terms "material" and "materiality" to refer to topics that reflect Regeneron's meaningful economic, environmental and social impacts or that influence the assessments and decisions of stakeholders, or what sustainability organizations and standards commonly define as "Material Aspects." The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.





2021 Highlights and Progress Toward Our Goals

Regeneron's 2025 global responsibility goals, which span our three strategic focus areas, reflect our mission to bring important new medicines to people with serious diseases. Our accompanying environmental targets are designed to drive reductions in energy and greenhouse gas (GHG) emissions, waste and water. We used leading corporate responsibility frameworks, including the United Nations Sustainable Development Goals (UN SDGs), to help guide the development of our 2025 goals.

The UN SDGs represent a global agenda to address the most pressing problems facing our world today. We recognize the urgency of this global initiative and have identified five goals where we can deliver the most impact.

Our focus on these SDGs helps guide implementation of our responsibility strategy and goals and informs how we engage with our stakeholders and communicate our responsibility efforts and initiatives. Learn more about how we contribute to advancing the UN SDGs [here](#).

SDGs Where We Can Deliver the Most Impact



GOOD HEALTH AND WELLBEING



QUALITY EDUCATION



GENDER EQUALITY



RESPONSIBLE CONSUMPTION AND PRODUCTION



PARTNERSHIP FOR THE GOALS

Improving the Lives of People with Serious Diseases

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&D.</p>	<ul style="list-style-type: none"> • Reinvested \$2.9B of revenues into our R&D efforts • Advanced our clinical pipeline of 30+ investigational medicines • Received FDA approval for potentially transformational new therapy <u>Evkeeza</u> (evinacumab-dgnb) for patients with homozygous familial hypercholesterolemia (HoFH) • Received approval in the U.S. and European Union for <u>Libtayo</u> (cemiplimab) for the treatment of certain patients with advanced or metastatic basal cell carcinoma and advanced non-small cell lung cancer (NSCLC) • Received FDA approval for <u>Dupixent</u> (duplimab) for treatment in patients as young as six years of age for asthma
<p>Identify genetic insights that will support the discovery and advancement of tomorrow's medicines through our Regeneron Genetics Center.</p>	<ul style="list-style-type: none"> • Sequenced around 2 million people through the RGC • Established 110+ RGC collaborations in 23 countries • Discovered rare <i>GPR75</i> genetic mutations that are associated with protection against obesity, opening the door for potential new medicines to help treat or prevent obesity

Improving the Lives of People with Serious Diseases

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.</p>	<ul style="list-style-type: none"> • Engaged 146 global and U.S. patient advocacy and professional societies across 28 diseases • Supported initiatives such as Elevating Cancer Equity to close gaps in healthcare in underserved communities • Partnered to provide critical patient support during the pandemic, including COVID-19 educational resources for patients and providers
<p>Set fair, value-based prices for our medicines and break down barriers to patient access.</p>	<ul style="list-style-type: none"> • Engaged public health agencies, government and non-governmental agencies and others in our industry to facilitate continued access to our Ebola treatments in low- and middle-income countries (LMICs) • Granted 1,067 requests for compassionate use, based on our established criteria, to provide eligible patients access to <u>REGEN-COV</u> (casirivimab with imdevimab), our novel antibody cocktail for COVID -19 • Delivered 2.8 million doses of REGEN-COV to the U.S. government; the government provided the treatment to eligible patients in the U.S. free of charge¹ • With our partner Roche, REGEN-COV (known as Ronapreve™ outside the U.S.) has been made available to patients in more than 50 countries across many geographies and economics, including LMICs • Provided support to 724,000 eligible patients,² including providing free medicine through our patient support programs to nearly 44,000 eligible patients, a value of nearly \$859 million³

¹ Healthcare facilities may charge fees related to administration.

² Regeneron patient support programs are limited to patients in U.S. states and territories.

³ Based on 2021 year-end wholesale acquisition cost.



Fostering a Culture of Integrity and Excellence

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
Cultivate a leading employee experience that is rooted in our unique science-driven culture.	<ul style="list-style-type: none"> Expanded annual engagement outreach through our new employee experience and inclusion survey; 9 out of 10 employees said Regeneron is a great place to work Fostered employee retention rate of 92%
Increase representation of diverse individuals in leadership and foster inclusion across our organization.	<ul style="list-style-type: none"> Rolled out diversity, equity and inclusion (DEI) strategy – Better Workplace, Better Science and Better World Measured progress against goal, with our leadership (VP and above) comprised of 25% women globally and 19% people of color (U.S. only), marking a respective increase of 4% and 19% over the past three years Launched our first employee inclusion index, with employees reporting their strong agreement with statements such as “I am treated fairly at work”
Be vigilant in ensuring integrity remains at the core of how we operate.	<ul style="list-style-type: none"> Reinforced our high ethical standards through comprehensive programs and trainings; 98.5% of employees and contractors registered their completion of annual Code of Conduct training Launched our True North program which focuses on empowering all colleagues with the tools and guidance they need to make ethical and risk-informed decisions Published our Data Privacy Philosophy, which outlines our approach to data transparency, ethics and respect
Implement continuous improvements to uphold our high-quality, safe and reliable product supply.	<ul style="list-style-type: none"> Sustained our high product quality and safety standards, maintaining zero product recalls as a result Promoted continuous improvement through our IOPS group’s Simple Logical Improvements Matter program, with 100% of IOPS employees submitting and implementing continuous improvements
Make Regeneron the safest part of people’s day by focusing on prevention in our drive towards zero incidents.	<ul style="list-style-type: none"> Extended business changes made at start of the pandemic, such as work-from-home policies for a significant portion of our employees and enhanced health and safety protocols for onsite employees

Building Sustainable Communities

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Drive employee volunteer levels above national standards.</p>	<ul style="list-style-type: none"> Continued to provide volunteer programs in virtual and hybrid formats to support our non-profit partners while safeguarding health and safety during the COVID-19 pandemic Provided engaging volunteer opportunities, with roughly 4,400 employees volunteering more than 19,300 hours
<p>Foster the next generation of scientific innovators by providing STEM (Science, Technology, Engineering and Math) experiences to 2.5 million students.</p>	<ul style="list-style-type: none"> Provided STEM experiences to nearly 1.2 million students since 2020 Continued our \$100-million, 10-year title sponsorship of Regeneron Science Talent Search and \$24-million, 5-year title sponsorship of Regeneron International Science and Engineering Fair Continued to invest significantly in advancing STEM equity, allocating \$3.1 million annually to fund the Society for Science's STEM outreach and equity programs
<p>Achieve our environmental targets to help protect and restore the planet.</p>	<ul style="list-style-type: none"> See next page for progress against our environmental targets



Environmental Targets

ALIGNED SDGs



CATEGORY	GOAL	2021 PROGRESS HIGHLIGHTS
Energy & Emissions	By 2021, engage our top 30 suppliers, representing ~50% of spend, to gather and report relevant Scope 3 GHG emissions data.	<ul style="list-style-type: none"> Reviewed Scope 3 data and engaged supply chain experts to inform our Scope 3 strategy Delayed meeting target to focus on gaining more insight into emissions hot spots so that we could more meaningfully engage our suppliers on this topic
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> Evaluated evolving criteria for setting science-based targets
	By 2025, reduce our combined Scope 1 & 2 (market-based) GHG emissions per square meter by 30% based on a 2016 peak baseline.	<ul style="list-style-type: none"> Reduced combined Scope 1 and 2 (market-based) GHG emissions per square meter by 15% compared to 2016
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> Installed a 133-kilowatt (kW) solar array at our New York production site Allocated 188 kW of renewable hydropower for our Sleepy Hollow, New York, campus, through the ReCharge NY Initiative; it is expected to come online in 2022
	<p>By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.</p> <p>By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.</p>	<ul style="list-style-type: none"> Achieved 20% renewable electricity Maintained 100% renewable electricity at Irish production site¹

¹ Limerick's renewable energy use is not certified at this time.

Environmental Targets

ALIGNED SDGs



CATEGORY	GOAL	2021 PROGRESS HIGHLIGHTS
Waste	By 2021, achieve zero waste to landfill status at all Regeneron sites. ¹	<ul style="list-style-type: none"> Continued to divert 100% of waste from landfill; first achieved target in 2020
	By 2021, compost food waste at all sites with more than 2,000 employees.	<ul style="list-style-type: none"> Maintained robust composting programs at our New York and Ireland IOPS sites, with planning underway for a composting program for our Tarrytown headquarters; installation has been postponed due to pandemic and logistics-related delays
	By 2025, develop and implement waste management plans to further increase our plastic recycling and reduce hazardous waste generation.	<ul style="list-style-type: none"> Partnered with a holistic waste management vendor to uncover sources of plastic waste at our New York production site and divert the plastics to recycling plants Piloted a recycling program for R&D lab plastics Replaced smaller 1,000-liter plastic containers being used to house raw materials with bulk storage containers at our Irish production site, resulting in less hazardous and plastic waste
Water	By 2025, improve water efficiencies by implementing global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> Finalized water mapping study at our New York production site, following successful study at our Limerick facility, to provide blueprint of where we use water in our operations and where we can increase efficiencies Completed our water for injection system control project at our Irish production site, which is projected to save 8.5 million liters of water per year as well as energy, labor and material costs

¹ Excludes construction and demolition waste.

Engaging our Stakeholders

We engage our stakeholders throughout the year on a range of responsibility topics.

COMMUNITIES

- Volunteered 12,000+ hours at 140+ nonprofits during annual Day for Doing Good
- Matched \$1.3 million in employee contributions, supporting 1,800+ charities

EMPLOYEES

- Engaged employees through townhall meetings and pulse surveys, including our first annual employee experience and inclusion survey
- Enhanced our global Employee Resource Groups

PATIENT ADVOCACY AND PROFESSIONAL GROUPS

- Supported urgent education needs for patient and caregiver communities to help them navigate COVID-19 pandemic
- Collaborated with patient advocacy groups to close gaps in healthcare in underserved communities

GLOBAL HEALTH ORGANIZATIONS AND PUBLIC HEALTH AGENCIES

- Worked with public health agencies and non-governmental organizations to facilitate access to our COVID-19 and Ebola treatments in low- and middle-income countries
- Fulfilled our second and third supply agreements with the U.S. government, permitting the U.S. government to provide our COVID-19 antibody cocktail to patients in the U.S. free of charge¹
- Collaborated with pharmaceutical and biotechnology companies, government groups and academic institutions to deliver medical innovation to patients faster

SUPPLIERS

- Pursued diverse suppliers through our own networks as well as external organizations
- Engaged suppliers on sustainability initiatives

GOVERNMENT AGENCIES

- Made disclosures in line with transparency requirements
- Advocated on behalf of patients for policies that promote access to medicines
- Participated in information sharing at forums and events

INVESTORS

- Held regular investor meetings, calls and conference presentations
- Reached out to our shareholders, resulting in one-on-one discussions with shareholders representing over 40% of the shares of common stock outstanding (excluding shares held by our directors and executive officers)
- Engaged with ESG ratings and rankings organizations

STEM STUDENTS AND EDUCATORS

- Held fifth annual Regeneron Science Talent Search, recognizing the next generation of scientific leaders
- Celebrated student scientists at Regeneron International Science and Engineering Fair, the world's largest pre-college science and engineering competition
- Supported STEM equity and outreach programs targeting populations underrepresented in the sciences

¹ Healthcare facilities may charge fees related to administration.



Improving the Lives of People with Serious Diseases

Regeneron's mission – to bring new medicines to people with serious diseases – is rooted in science, powered by innovation and sustained through the passion and integrity of our people.

We invest significantly in R&D, harness our industry-leading proprietary technologies and collaborate with scientific and patient organizations around the world to drive important new medical breakthroughs. We remain steadfast in our commitment to pricing our innovative medicines responsibly and working with stakeholders to help ensure access and affordability for patients.

PIPELINE INNOVATION

For nearly 35 years, Regeneron has generated a robust pipeline of diverse product candidates designed to address unmet patient needs.

Fueled by our commitment to patients and passion for science, we continue to transform and accelerate the traditional drug development processes, enabled by our proprietary technologies and informed by the noteworthy discoveries being made at our Regeneron Genetics Center (RGC) and across our expert R&D groups.



Advancing Our Pipeline

In 2021, Regeneron continued our work to deliver needed new medicines to patients. Despite the many challenges of the COVID-19 pandemic, our team advanced multiple potential new therapeutics and additional indications across our clinical and preclinical pipelines. Regeneron had more than 30 candidates in clinical development at the end of 2021.

Our team worked tirelessly to help address, and hopefully end, this pandemic. We have continued to collect compelling clinical data on our COVID-19 therapeutic, REGEN-COV (known as Ronapreve outside the U.S.) and secured additional authorizations from global regulatory authorities. In 2022, we progressed several candidates that are active against Omicron, Delta and other variants of concern, and have already initiated a first-in-human clinical trial of one of these investigational antibodies. Even when the pandemic recedes we believe it is important to be as prepared as possible for other variants and to help protect immuno-compromised people who may not adequately respond to vaccination.

As we advance our pipeline, we are grateful to see how far we've come and what our innovations have meant for patients. 2021 marked 10 years since EYLEA, our first medicine for retinal diseases was approved. Since then, this treatment has helped change the course of disease for millions of patients, with several indications and approvals in over 80 countries. We continue to advance our clinical development programs in wet age-related macular degeneration and diabetic eye diseases.



GOAL
Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&D.

Select 2021 Highlights

\$2.9
billion reinvested in R&D

30+
candidates in clinical development

9
FDA-approved medicines

110+
unique RGC collaborations in 23 countries



We made important progress in our Dupixent clinical development program, receiving FDA approval for treatment in patients as young as six years of age for asthma and exploring potential treatments for different age groups and new indications. The FDA also approved our first-in-class medicine, Evkeeza, for people with homozygous familial hypercholesterolemia (HoFH), an ultra-rare, inherited disorder. In January 2022, we announced a collaboration agreement with Ultragenyx Pharmaceutical Inc. to deliver Evkeeza outside of the U.S. to help bring this much-needed medicine to patients around the world.

In our oncology portfolio, Libtayo received approval in the U.S. and European Union as monotherapy for certain patients with advanced non-small cell lung cancer and as the first immunotherapy for advanced basal cell carcinoma. With an expanding range of indications and novel investigational combinations for Libtayo and our other oncology medicines, we are committed to pioneering new innovations for patients with difficult-to-treat cancers.

Our Regeneron-invented *VelociSuite* technologies help accelerate our R&D efforts. We continue to expand our core capabilities with top-line R&D technologies, including Full-Spectrum Cytometry, to better understand how drugs impact the immune system, and Viral Vector Technologies, which allow us to reprogram viruses to deliver therapeutic genetic material to target cells.

To facilitate continued innovation, protect patients and promote collaboration, we actively protect intellectual property (IP) rights in our innovations and discoveries. It can cost billions of dollars and many years to discover, test, validate and obtain approval for just a single biologic medicine. By protecting our IP, we prevent others from inappropriately benefiting from our hard work and investment. IP also helps ensure patients receive authentic, safe and effective treatments by preventing others from making substandard copies or counterfeits of our medicines. It is similarly foundational to promoting global collaborations, allowing us to share our ideas and advancements and hopefully spur additional innovations.

Advancing Genetic Medicines

Through our continued investments in genetics research, we are helping to deepen the world’s understanding of human genetics and biology and accelerating drug discovery.

Our clinical and preclinical pipelines continue to be strengthened by the efforts of the RGC. The RGC is a world leader in human genomics and in defining genetic variants that can protect against or cause human disease. As of March 2022, the RGC had sequenced around two million participant DNA samples, a breathtaking contribution to advancing life sciences research around the world.

RGC collaborations are essential to our overall success. With collaborators from more than 110 global healthcare and academic institutions in 23 countries, the RGC collaborative model focuses on working closely to gather and analyze data, exchange expert perspectives and make discoveries that could improve patient care.

With our collaborators, we translate genetic research into potentially life-transforming medicines. For instance, by analyzing the genetic sequences of nearly 650,000 people, the RGC gained fresh insights on the genetic roots of obesity, a disease that affects at least 650 million people worldwide.¹ Our scientists, working with a global network of academic centers, discovered rare *GPR75* genetic mutations that are associated with protection against obesity, opening the door for potential new therapies that could help treat or prevent obesity.

¹ "Obesity and Overweight," World Health Organization, June 9, 2021, <https://www.who.int/news-room/fact-sheets/detail/obesity-and-overweight>.

Our cutting-edge technologies power our innovation. Today, the RGC’s state-of-the-art sequencing laboratory automation and cloud-based informatics set the standard for unyielding production and analysis on a scale unmatched by others. Similarly, the REGENIE, RGC’s new, proprietary and computational research tool, is the engine of most RGC computational-intensive analyses and a big part of that success. In 2020, we made REGENIE software available to the scientific community, allowing researchers everywhere to process large amounts of genetic data sets with incredible speed and, hopefully, meaningful outcomes for human health.

A critical commitment by the RGC is to increase genetic research in underrepresented populations. It is a scientific imperative to build a diverse genetics reference library so that we can better understand potential differences in health histories, exposure and responses to disease, and other factors that help drive important medical discoveries.

The RGC is currently working with collaborators in nearly every continent across the globe, including newly launched studies in countries such as South Africa, Pakistan and Taiwan. As we use genomic approaches to speed drug discovery and development, the RGC, along with our collaborators, is dedicated to ensuring people from all ancestries can benefit from new advances and improvements in human health.

Building the Most Diverse Genomic Database in the World

In early 2022, the RGC set its ambition to increase genetic research in underrepresented populations:

- **By the end of 2027, have at least one million diverse non-European samples in RGC’s sequenced cohort** – representing a 100% increase from March 2022.
- **De-identified data from consented volunteers will continue to be shared** with collaborators in the global research community to improve patient outcomes and increase health equity for people of non-European ancestry.

GOAL
 Identify genetic insights that will support the discovery and advancement of tomorrow’s medicines through our RGC.

PATIENT ADVOCACY

At Regeneron, we keep patients at the forefront as we discover, develop and bring medicines to the market. We are committed to understanding the challenges and unmet needs they face.

Patient advocacy and professional groups play a critical role in the global healthcare landscape by providing disease education and support and by advocating on behalf of their respective patient communities. Our Patient Advocacy group establishes long-standing relationships with these organizations with a focus on elevating the patient voice, increasing disease awareness and supporting patient access.

Learn more about how we are helping educate and advocate for patients on our [website](#).

146 global and U.S. patient advocacy and professional societies engaged across **28** diseases.

GOAL
Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.



Case Study: Supporting COVID-19 Education

In our continued response to the pandemic, we supported urgent education for patients, caregivers and clinicians about how to mitigate the impacts of COVID-19, including the potential use of monoclonal antibody treatments to treat the disease.

In 2021, the American Lung Association (ALA) developed and launched an education campaign providing treatment guidance for patients who test positive for COVID-19 and are at high-risk for severe illness. The program prioritizes outreach to people at risk due to age or chronic lung disease, many of whom are from underserved racial and ethnic backgrounds. The campaign's messages focus on helping patients understand how monoclonal antibodies work to defend the body against COVID-19, as well as eligibility and access to treatment.

In 2021, the ALA shared this important information with its network of nearly 800,000 patients, caregivers and providers, and launched a national English and Spanish media campaign to increase awareness of their new resources. The campaign garnered more than 376 million impressions, and the COVID treatment page on ALA's website is the number one visited page within its COVID information section.



Case Study: Collaborating to Close Healthcare Gaps

At Regeneron, we are committed to diversity, equity and inclusion and we collaborate with patient advocacy groups to close the gaps in healthcare in underserved communities. Our efforts include supporting impactful programs.

In 2021, the American Cancer Society Cancer Action Network, National Comprehensive Cancer Network and National Minority Quality Forum launched the Elevating Cancer Initiative. The initiative set a new standard in cancer care to reduce racial and ethnic disparities and improve health outcomes by increasing access to high-quality care for people of color. One early success was the creation of a Health Equity Card to advance 17 equitable practices in cancer care. Ultimately, the vision is that every institution's score will be publicly available so that the report card will serve as an important accountability tool for patients and health systems to advance better cancer care practices.

Culturally appropriate resources are critical to ensure people touched by serious disease are educated about care and treatment. Multiple myeloma is a blood cancer that disproportionately affects Black people more than any other racial or ethnic group. The Multiple Myeloma Research Foundation's tailored programming meets the unique needs of Black patients and caregivers by empowering them to advocate for themselves, find potential clinical trials and connect with other patients and caregivers for support and encouragement. This effort had reached more than 3,300 patients as of March 2022.



DRUG ACCESS AND PRICING

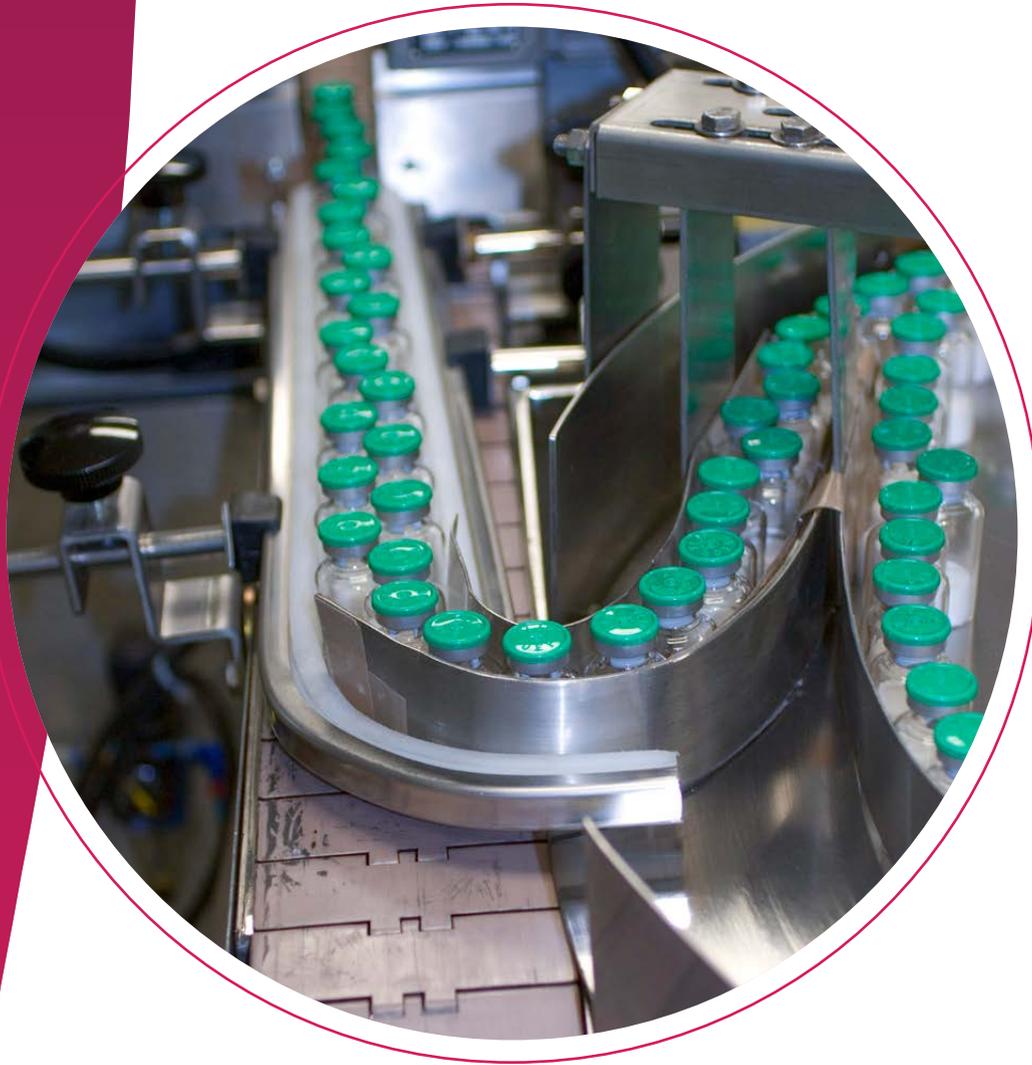
We recognize that the medicines we create are only useful if patients in need can access and afford them.

We are committed to developing pricing approaches that facilitate patient access and foster medical innovation through engagement with our stakeholders. For example, in 2021, we continued to engage the U.S. Biomedical Advanced Research and Development Authority (BARDA), public health organizations, non-governmental agencies and others in our industry to help facilitate access to our Ebola and COVID-19 treatments in low- and middle-income countries.

GOAL

Set fair, value-based prices for our medicines and break down barriers to access.





Responsible Pricing

We are determined to remove barriers to accessing medicines. We strive to make thoughtful and well-informed pricing decisions with fairness and affordability in mind and are guided in this endeavor by our Board of Directors, which is closely involved in and provides oversight of all key pricing determinations. We engage in dialogue and collaborate with patient advocacy groups, payers, providers and nonprofits, welcoming their input on fair and cost-effective pricing. We continue to advocate for policies that promote access to medicines. We take a values-based pricing approach when we launch a new therapy, which reflects its benefits to patients, society and the healthcare system.

This ethos was reflected in the approach we took with pricing decisions for our COVID-19 antibody cocktail. For example, the negotiated U.S. price accounted for the government's support for the program and the fact that the government shouldered some of the risk. Similarly, to ensure rapid and broad access to our COVID-19 therapy around the globe, our partner Roche is utilizing global national income (GNI) tiered pricing to address affordability challenges in low- and middle-income countries (LMICs).

Our **Pricing Philosophy for the U.S.** outlines our approach to pricing, with fairness, affordability and access at the forefront. You can access it [here](#).





Patient Support and Access to Medicines

We believe patients should have access to appropriate, evidence-based treatment and medication to get them to the best health. Our programs and policies are designed to make a meaningful difference. We facilitate access around the world through a variety of approaches, including collaborations with non-governmental organizations and public health agencies, product support programs, patient assistance foundations, compassionate use and product donations. Visit our website to [learn more](#).



Providing Financial Assistance to U.S. Patients

In 2021, we provided **support to 724,000 eligible patients¹**, including subsidizing **\$663 million in commercial co-payments** so that eligible commercially insured patients could afford out-of-pocket costs. We also continued to provide free medicines to eligible patients who do not have insurance or cannot afford the cost of the drug. In 2021, Regeneron's patient support programs provided **free medicine to nearly 44,000 eligible patients, a value of nearly \$859 million.²**

¹ Regeneron patient support programs are limited to patients living in the U.S. states and territories.

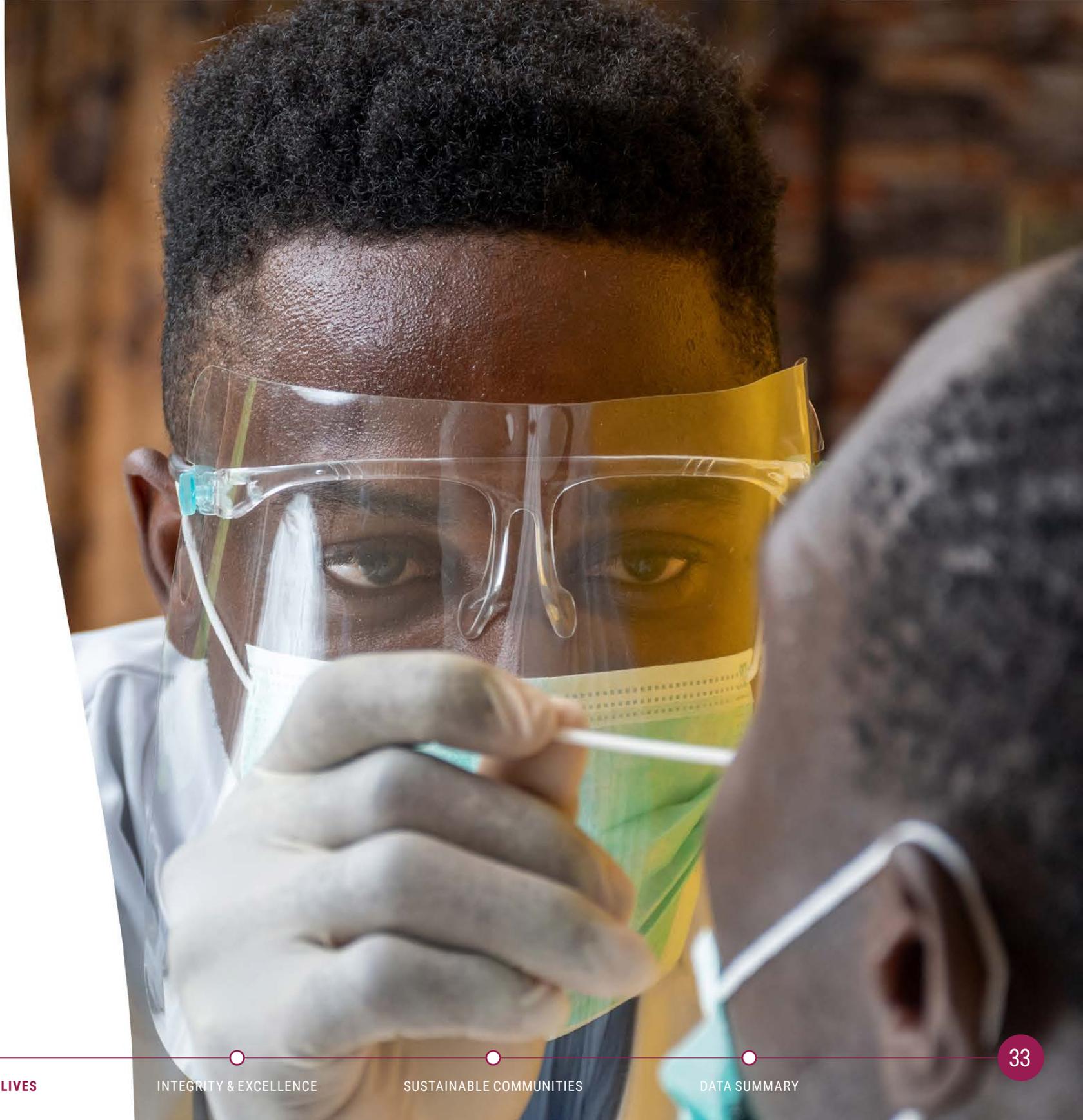
² Based on 2021 year-end wholesale acquisition cost.

Case Study: Providing Access to Our Ebola and COVID-19 Treatments in LMICs

Since 2018, we have worked with the World Health Organization (WHO), FDA and other global organizations to offer our Zaire ebolavirus treatment, Inmazeb, under compassionate-use protocol to affected African countries. Importantly, these countries received our treatment at no cost. To be prepared for potential new outbreaks, Regeneron has an internal leadership group focused on advancing our access strategy to ensure continued access to Inmazeb in LMICs.

At the first signs of the COVID-19 pandemic, Regeneron harnessed our years of R&D investment, homegrown technologies and scientific expertise to rapidly respond to this public health emergency. In a record ten months after program inception, we received an Emergency Use Authorization (EUA) from the FDA for our novel COVID-19 antibody treatment.

In 2021, as the pandemic continued to bring unprecedented hardship to people around the world, Regeneron teams worked around the clock with our partner Roche to make our COVID-19 therapy available as quickly and widely as possible. We continued to engage the U.S. BARDA, public health organizations and non-governmental agencies to facilitate access. As of March 2022, our COVID-19 therapy was available to patients in more than 50 countries across many geographies and economies, including LMICs. In addition, with Roche, we are working with partners of the Access to COVID-19 Tools (ACT) Accelerator Initiative and the WHO to donate our COVID-19 therapy to support the most vulnerable communities in LMICs in the event of future variants for which it might have utility.



Fostering a Culture of Integrity and Excellence

The ingenuity and integrity of the people of Regeneron are key to our success.

They apply their passion and innovative spirit to create new medicines and deliver them to patients. Our team has always been committed to conducting business ethically, legally and in adherence to the high standards we set for ourselves.

We nurture our high-engagement, high-integrity culture. As we continue to experience tremendous growth in our employee ranks, we are focused on building a safe, diverse and inclusive workplace where everyone can thrive.

OUR RESPONSIBLE BUSINESS

Our robust governance, policies and procedures and strong moral compass inform the work we do every day at Regeneron. The rigor of our scientific purpose is reflected in how we operate our business, from our clinical trials to product quality and supply chain management.

GOAL

Be vigilant in ensuring integrity remains at the core of how we operate.



Ethics and Compliance

Acting ethically and with integrity is foundational to Regeneron's culture and essential to putting patients first and making our business thrive.

CORPORATE COMPLIANCE LEADERSHIP AND OVERSIGHT

Our Board of Directors, CEO and the members of our senior leadership team are committed to governing our company through ethical and compliant business strategies. The effectiveness of our corporate compliance program begins with their leadership. Our Chief Compliance Officer directs our program and reinforces our culture of ethics and integrity. Members of our Corporate Compliance team are integrated into our business units to ensure that compliance resources are available at the point of decision.

We have systems in place to make sure that we only work with suppliers and partners who meet our high ethical standards. Before we contract with them, we confirm they are committed to ethical business practices through our anti-bribery and anti-corruption (ABAC) compliance program. Once suppliers or partners are contracted, our ABAC due diligence portal provides real-time, automated monitoring against financial, reputational or political risks.

Anticipating and Responding to Risks

To keep pace with the evolving regulatory landscape and our global growth, Regeneron's Compliance Program undergoes an external assessment periodically to ensure we are well positioned to respond to these changes. The most recent assessment was undertaken in 2020 by a third-party law firm, and many of the recommended enhancements were implemented over the course of 2021.

In 2021, we also launched our True North program, which focuses on cultivating a culture where ethical and risk-informed decisions are owned by everyone, championed by our leaders and fostered by our compliance team. True North builds on our collaborative culture – our compliance teams will work across functions to help employees understand and prioritize risks and gain the tools to navigate through them. Similarly, our new global data analytics platform, launched in early 2022, uses advanced analytics to track and uncover potential risks.

A Trendsetter in Political Disclosure

Our Government Affairs and Public Policy team helps guide Regeneron's interactions with legislative and regulatory bodies in a responsible and civic-minded way. **For the third consecutive year, we were named a trendsetter in political disclosure and accountability by the 2021 CPA-Zicklin Index of Corporate Political Disclosure and Accountability.** See our [Corporate Political Contributions Policy](#) for more information on our approach.

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics establishes the expectation that all employees, suppliers and contractors are acting in accordance with applicable laws, rules, regulations and Regeneron policies. It guides our decisions, processes and how we treat one another every day. All colleagues receive annual Code training. We also reinforce the Code throughout the year with targeted trainings, company-wide communications and events such as Ethics Day. For instance, customer-facing employees receive annual and extensive training regarding regulations and policies related to the advertising and promotion of our products. In 2021, we opened our first offices in non-English speaking countries and updated our Code to reflect national languages.

In 2021, we launched an all-employee compliance survey and held focus groups to receive feedback on our Compliance Program to better understand where opportunities exist to enhance our program and inform our approach. One recommendation we received and implemented was to amplify communication about our robust Open Door Policy, anonymous reporting mechanisms and strong commitment to protect against retaliation. Maintaining an environment where individuals feel safe raising concerns is critical to our business, and we are committed to fostering a culture of openness, integrity and individual accountability.

INFORMATION SECURITY

Cybersecurity is critical to companies operating in our increasingly digital world where sensitive data, personal information and intellectual property are vulnerable to theft or damage. Regeneron has robust oversight and systems in place to protect against threats, both technological and human. Our Technology Risk Management Committee, chaired by our Chief Information Officer and Chief Financial Officer and comprised of cross-functional business partners, is accountable for identifying risks and developing and managing mitigation plans. Our supplier and customer contracts include language on data protection and requirements for the disclosure of any data security breaches. We employ a range of tactics to build and assess our colleagues' capabilities to identify potential threats, such as conducting phishing tests and sharing cybersecurity tips. We also engage with government agencies, industry peers and other companies to share information on potential issues and effective ways to combat threats.

We continued to strengthen our layered security controls and enhance employee training on data breaches in 2021 as many in our workforce continued to work from home. As we hopefully return more employees to in-person work, we will continue to adapt our approach to ensure robust safeguards remain in place. We also made significant investments to strengthen our supply chain partners' resiliency against cybersecurity threats.

While we continue to make investments to improve the protection of data and information technology, and to oversee and monitor the security measures of our suppliers and/or service providers, there can be no assurance that our efforts will prevent service interruptions or security breaches.



Protecting Against Cybersecurity Risks in Our Supply Chain

Ransomware and other malware attacks are on the rise around the world, and the costs to companies can be significant. One way that bad actors try to infiltrate networks and information systems is by finding vulnerabilities within the supply chain.

Regeneron works with our suppliers and across our company to prevent and prepare for potential attacks. We engage key suppliers to establish coordinated response plans that will allow us to act quickly should an attack occur. Our supplier contracts contain language stating their responsibility to protect against and report any breaches. We have also invested significantly to implement management controls that limit our collaborators' access to only those assets that are relevant to our joint efforts. Additionally, our cybersecurity operations team maintains close relationships with their key supplier counterparts to ensure a coordinated response to a shared event.

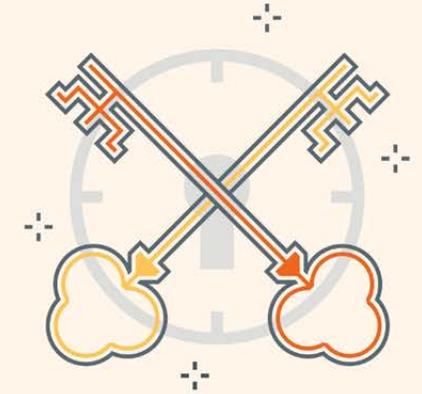


DATA PRIVACY

Personal data is an integral part of Regeneron's business, whether we are leveraging it in our labs to create medical breakthroughs or using it to manage our company workforce. Therefore, data privacy plays a major role in how we process personal data and build trust with our employees, the research community and people volunteering for our clinical trials.

Our Global Privacy Policy defines our privacy practices and data governance principles. It applies to everyone, including employees, consultants and temporary staff. All Regeneron employees and contractors are required to complete an annual global privacy training. In response to new European Union Standard Contractual Clauses, our Data Privacy Office partnered with business stakeholders to complete significant work to ensure that our third parties are contractually accountable for privacy compliance.

In 2021, we published our [Data Privacy Philosophy](#), which outlines our approach to data transparency, ethics and respect.



Data Privacy Office

Our Data Privacy Office (DPO) leads our multilayered efforts to implement, promote and ensure the continued compliance of our data privacy program.

Chief Privacy Officer

With the Data Privacy Steering Committee, establishes global privacy priorities, provides privacy guidance, structure and tools and engages employees

Data Privacy Steering Committee

Composed of senior leaders, meets quarterly, governs strategic vision of DPO and oversees and advances its mandate and initiatives

Privacy Stewards

An employee network representing each of our business departments where privacy is a key concern to help identify all processes that use personal data and to embed privacy security tools across the organization



Ethical Clinical Trials

As the COVID-19 pandemic continued in 2021, we maintained our clinical trials with minimal disruption to our patients. Sustaining our studies while upholding our high ethical standards was important both for research continuity and for the community of patients waiting for an approved treatment for their disease.

At the end of 2021, we had **86 clinical trials** in progress involving nearly **10,000 new patient volunteers** in **55 countries**.



In 2021, we published our [Position Statement on Ethics in Clinical Studies](#), covering how we ensure the highest standards of quality, ethics and integrity inform the conduct of our clinical trials, from protocol development to trial enrollment through to the release of results.

Case Study: Diversity in Clinical Trials

Diverse populations may be impacted differently by the same disease or may have varying responses to the same treatment. A diverse group of clinical trial participants helps scientists understand these differences.

Regeneron aims to conduct clinical trials that include the intended populations for the investigational medicine. Our executive-sponsored Diversity, Equity and Inclusion (DEI) in Clinical Trials Taskforce is helping us ensure that our clinical trials represent the people who will most likely be treated with the medicine being studied if it is approved.

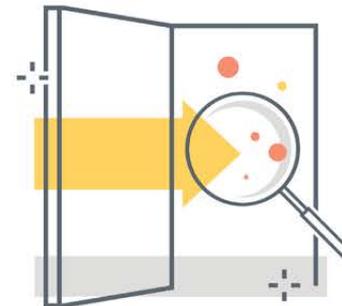
As a first priority, the Taskforce established evidence-driven DEI principles through which we filter strategic decisions, from trial design through execution. In 2022, we are implementing multiple initiatives and process enhancements to put these principles into practice. We are also rolling out required curriculum for colleagues who conduct and support clinical research to increase awareness of DEI in clinical trials as ethical, scientific, regulatory and business imperatives.

Regeneron's DEI Principles in Clinical Trials



Inclusive

We will work proactively to drive our clinical trial efforts to best represent the breadth of the patient populations who may benefit from our medicines



Accessible

We will increase awareness and provide equal opportunity and fair access to clinical research



Collaborative

We will earn the trust of communities and partners, working together to improve health for all

Quality and Safety

Patient safety is our top priority.

Our world-class quality and safety systems, procedures, and training underpin our ability to deliver medicines that patients can trust. We comply with quality principles in our operations, manufacturing and distribution. This includes activities in our IOPS laboratories, production facilities and distribution centers. We comply with Good Laboratory Practices, Good Clinical Practices, Good Distribution Practices and Good Manufacturing Practices (GMP). Our IOPS Quality Control team performs product testing for lot release and stability for all clinical and commercial products. We also have a product risk management team that conducts quality risk assessments.

Our Good Practice (GxP) training program for IOPS employees is a vital component of our business and a critical quality system. All new IOPS employees attend an orientation where they learn about our commitment to patients and our high-quality standards, and receive an introduction to GMP. Following their orientation, IOPS employees take GMP training modules as well as initial and ongoing role-specific training.

CELEBRATING CONTINUOUS IMPROVEMENT

Our IOPS group's Simple Logical Improvements Matter (SLIM) program fosters our culture of continuous improvement and encourages employees to find ways to improve quality, safety and efficiency. The quarterly and annual SLIMMY awards celebrate the accomplishments of our colleagues.

With 100 percent IOPS employee participation for the second consecutive year, colleagues identified and implemented over 4,000 improvements in 2021, an all-time high. More than 60 colleagues were recognized for their award-winning SLIM projects, including introducing automatic labeling for tubes and vials to save time and improve label durability.

COMBATING PRODUCT COUNTERFEITING THROUGH SERIALIZATION

Serialization is a key component of Regeneron's efforts to safeguard product quality and safety and protect patients from being exposed to counterfeit, stolen, contaminated or other forms of tampered product. Regulated through the FDA and the European Medicines Agency (EMA), serialization ensures that each carton of approved commercial product has a unique, identifying code to facilitate the tracking and verification of the medicine as it travels from its final packaging location all the way to dispensers, such as pharmacies and hospitals, where patients receive their medicines. All of Regeneron's approved commercial products in the U.S. are serialized as well as all Regeneron-licensed products sold in the EU.

On occasion, we are asked to verify a product serial number to confirm the product is a genuine Regeneron medicine. We apply our standardized process to document the inquiry, check the serialization number and confirm its authenticity. If the product is deemed inauthentic, we immediately put all lots related to the product into quarantine and begin an investigation. We document our efforts with the FDA and EMA and provide regular updates to our third-party logistics partners and wholesale distributors. We continue to embed serialization across our value chain. We are working to ensure all relevant data passes from third-party logistics partners to wholesale distributors, a multi-year effort that will further safeguard patients from counterfeit medicines.

GOAL

Implement continuous improvements to uphold high-quality, safe and reliable product supply.





Responsible Supply Chain

Our business relies on our ability to source the goods and services we need to provide timely delivery of medicines to our patients while meeting specified standards in an ethical, responsible and cost-effective way.

Despite ongoing pandemic disruptions, we successfully engaged our critical suppliers and other partners to help build and maintain global raw material levels to ensure we continued to manufacture our medicines on time and to our high standards. We are proud we did not miss a single order or requirement for any product in 2021, ensuring continued access to our medicines for patients.

We also continued to work towards our target to engage our top 30 suppliers, representing ~50% of spend, to gather and report on our Scope 3 (indirect) GHG emissions. Based on our analysis of our Scope 3 data and best practices across our industry, we are working to introduce more precision into how we calculate our Scope 3 emissions and develop a tailored engagement plan to drive reductions. Learn more about our efforts [here](#).

Of the **3,400+ businesses** that provide us with goods and services, we identified **40+ priority suppliers** in 2021 that represented our most strategic and highest value partners.

SUPPLIER GOVERNANCE AND COMPLIANCE

We hold our suppliers, contract manufacturers and business collaborators to our rigorous in-house standards:

- We assess suppliers annually against criteria, including financial stress, risk management, regulatory compliance, safety, quality, information security processes and criticality to the business. In 2021, Regeneron enhanced supplier contracts to ensure data privacy compliance.
- Our Vendor Code of Conduct reflects the biopharmaceutical industry's expectations for sustainable performance and is aligned with Regeneron's standards and with the Pharmaceutical Industry Principles for Responsible Supply Chain Management.
- Our quality agreements specify that vendors must maintain a quality system and that the quality system must comply with applicable FDA, EMA and other international regulatory requirements, GMP and ISO standards, as required.

SUPPLIER DIVERSITY

We believe that our supplier diversity program is good for suppliers' businesses and ours. Our spending with diverse suppliers helps them grow and supports local economies. At the same time, diverse suppliers bring us fresh insights that can spark innovation and increase our competitiveness. Importantly, a diverse supply base also reflects the diversity of our patients, customers and communities.

We pursue diverse suppliers through our own networks and externally through organizations such as the HELIX Supplier Diversity Pharmaceutical Forum. In certain instances, we introduce potential vendors to relevant department contacts so they are more likely to succeed in bidding opportunities.

In 2021, we had nearly 600 small and diverse suppliers, representing 17 percent of our supply base and nearly 12 percent of our addressable spend. The number of diverse suppliers declined in 2021, in large part due to the pandemic's impact on supply chains and Regeneron's inventory management strategy to ensure business continuity.



Our Diverse Supplier Profile

We track and report our sourcing activities with the following diverse suppliers:

- Small Business
- Veteran Owned
- Service-Disabled Veteran-Owned
- Women-Owned Small Business
- Small Disadvantaged
- HUBZone

In New York State:

- Women-Owned Business
- Minority-Owned Business
- Service-Disabled-Veteran-Owned Business

DIVERSE, HEALTHY AND ENGAGED WORKFORCE

Regeneron's success depends on fostering a talented, supportive and motivated team that shares our passion for science and reflects the diversity of our communities.

Through the second year of the COVID-19 pandemic, we continued our focus on protecting the health, safety and wellbeing of our colleagues.



Occupational Health and Safety

We believe that making the world healthier through life-saving medicines goes hand in hand with our commitment to occupational health and safety. As the COVID-19 pandemic persisted in 2021, we closely tracked public health guidance and community case rates. Our Environmental Health and Safety (EHS) teams adapted and evolved our approach to protect our colleagues, support appropriate health and safety protocols and ensure we could safely continue the important work being done across our sites. We extended changes made in our business at the start of the pandemic, such as work-from-home policies for a significant portion of our employees, increased physical distancing in workspaces and regular testing. For our essential employees who remained onsite in our R&D and manufacturing facilities, we continued to provide personal protective equipment.

We continue to monitor EHS indicators to prioritize our efforts and measure success. In 2021, we introduced a cloud-based management system at our corporate R&D headquarters that allows us to manage, analyze and respond in real time to key health and safety indicators within one platform. For example, its incident module streamlines incident and near-miss reporting, investigation and regulatory compliance, while the Lab Profile module ensures our colleagues have real-time, relevant risk-based information and helps the EHS team to monitor and address safety in our labs. Additional modules are scheduled for rollout in 2022.

We experienced an increase in safety incidents in 2021, the majority of which were ergonomic related. Fatigue from the ongoing pandemic and increased work intensity were contributing factors. [Select health and safety data is independently verified as part of our external assurance process.](#)

GLOBAL	2019	2020	2021 ¹
Total Recordable Incident Rate	0.68	0.45	0.72
Lost-Time Incident Rate	0.24	0.08	0.11
Days Away/ Restricted or Transfer Rate	0.34	0.19	0.46
Fatalities	0	0	0

¹ Data based on 2021 incident reports received by January 28, 2022.

² Percentages sum to less than 100% due to rounding.

³ This covers the OSHA categories of needlestick sharps, animal bites and abraded/punctured/scratched/laceration.

2021¹ RECORDABLE INCIDENTS BY ACCIDENT TYPE²

Ergonomic	53%
Slip/trip/fall	16%
Struck by/against	11%
Abrasions/bites/sharps ³	9%
Chemical exposure	3%
Motor vehicle	1%
Possible allergic reaction	1%
Hot surface	1%
Caught in between	1%
Illness	1%
Other	1%

OUR APPROACH TO OCCUPATIONAL HEALTH AND SAFETY

We are committed to protecting the health and safety of all people who come to work at Regeneron:

- Our global Policy on Environment, Health and Safety outlines our commitment to EHS and the ways we meet or exceed applicable standards and regulations.
- Our EHS programs and procedures include hazard recognition and communication, risk evaluation and prevention, emergency preparedness, business resiliency, workplace design and engineering, regulatory compliance, auditing and comprehensive employee training, education and engagement.
- We adhere to standards set by occupational health and safety regulatory bodies, such as the Occupational Safety and Health Administration (OSHA) and Ireland's Health and Safety Authority.
- We undertake routine site inspections and closely monitor our leading EHS indicators, adjusting our efforts where necessary to reduce the risk of workplace accidents.
- We actively encourage employees to report potential hazards and near misses as a preventative measure.

GOAL

Make Regeneron the safest part of people's day by focusing on prevention in our drive towards zero incidents.



Diversity, Equity and Inclusion

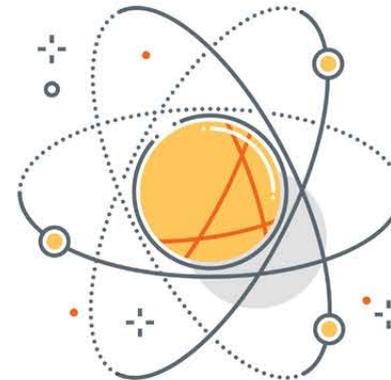
At Regeneron, we are driven by a strong sense of purpose. Our work in diversity, equity and inclusion (DEI) is core to our mission and to our commitment to patients.

In 2021, we launched our new DEI strategy – Better Workplace. Better Science. Better World.

This DEI strategy provides a framework to advance our talent, fuel our innovation pipeline and deliver more value to partners, the community and our shareholders. It also underscores our commitment and responsibility as an employer, a global leader in science and as a citizen of the world to advance DEI to make better medicines.

To support our strategy, we have created a governance structure that includes senior leadership accountability and established outcomes to measure our progress in each of our pillars and towards our 2025 global responsibility goal to increase the representation of diverse individuals in leadership and foster inclusion across our organization.

To foster a Better Workplace, we launched our first Inclusion Index to help us understand the degree to which employees feel included. Employees agreed strongly with statements such as, “My manager demonstrates a commitment to diversity” and “I am treated fairly at work.”



We are leading through these actions:

BETTER WORKPLACE

We will be a place where you can be yourself and succeed.

We believe bringing together people with diverse perspectives leads to the best ideas. We will hire, develop, and advance people with unique perspectives and experiences to become a better company.

BETTER SCIENCE

We will advance medicine for all.

We believe that diversity drives scientific advances and better healthcare. We will pursue inclusive science and technology to support underrepresented populations, reduce implicit bias in research and development, diversify clinical trials, support patients through programs and education and increase access to quality care.

BETTER WORLD

We will use our voice and influence for good.

We will help improve the lives of underrepresented groups, invest where we can make a meaningful difference and engage and inspire future generations. Through our corporate social responsibility and philanthropy, we will continue to be an active and engaged member of our communities, magnifying the voices of underrepresented students, talent, stakeholders and patients.

Our DEI Governance Model at Regeneron

DEI Office

Drives strategy and embeds DEI across the organization

Executive DEI Council

Senior Management DEI sponsors, providing guidance on alignment of DEI strategy to business strategy

DEI Leadership Council

Champions of DEI strategy in areas under their leadership, aligning local and enterprise-wide initiatives

Local Councils

Advocates at functional and site level to increase DEI awareness, engagement and support locally

Employee Resource Groups

Implementers and local leaders of initiatives that foster DEI



GOAL
 Increase representation of diverse individuals in leadership and foster inclusion across our organization.

We also formalized seven global employee resource groups (ERGs) in 2021, giving a platform to diverse voices across the organization with clear and distinct sponsorship from senior business leader. We annually review our workforce demographic and pay equity data to track our performance and inform new initiatives. Our analysis indicates favorable performance in these areas, and we are committed to continued monitoring.

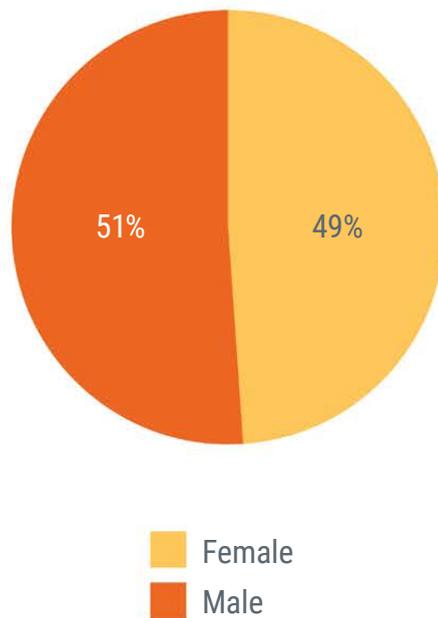
As part of our commitment to Better Science, we are working to integrate DEI into our scientific research, development and business strategies and processes, so we can better address health disparity gaps. For example, we are continuing efforts to expand the diversity of underrepresented populations in our RGC genetics reference library. Additionally, in 2021, we formalized our DEI principles for clinical trials to help ensure our clinical trials include the intended population for the medicine being studied.

To create a Better World, we are making long-term investments in STEM programming for students historically underrepresented in scientific fields. For example, we allocate \$3.1 million annually to fund the Society for Science’s STEM outreach and equity programs. We also recently partnered with Troy High School in New York’s Capital Region and the Thomond Community College in Ireland to launch the Regeneron STEM Academy. The program is designed to expose students to career opportunities in STEM, provide real-world applications of school curriculum and equip students with essential communication, research and critical thinking skills.

OUR EMPLOYEES

Readers interested in additional information can view consolidated data from our most recently filed U.S. Federal Employer Information Report Equal Opportunity (EEO-1) Form [here](#).

Global workforce by gender



Diversity of U.S. workforce¹

White	68%
Hispanic	6%
Black or African American	5%
Asian	18%
Hawaiian or Pacific Islander	<1%
American Indian or Alaskan Native	<1%
Two or more races	3%

Diversity of Board of Directors

25%
Female

42%
Diverse Board Members²

Diversity of leadership (VP level and above)

25%
Female

19%
People of Color (U.S. only)

¹ Percentages sum to more than 100% due to rounding.

² Diverse by gender, race or ethnicity.

Talent Attraction and Retention

Regeneron's business requires long-term investments – not only in our R&D pipeline, but also in the people whose talent and dedication inspire innovation every day. We strive to create authentic and enthusiastic engagement with Regeneron for those who interview with us, become part of our team and even those who don't join us.

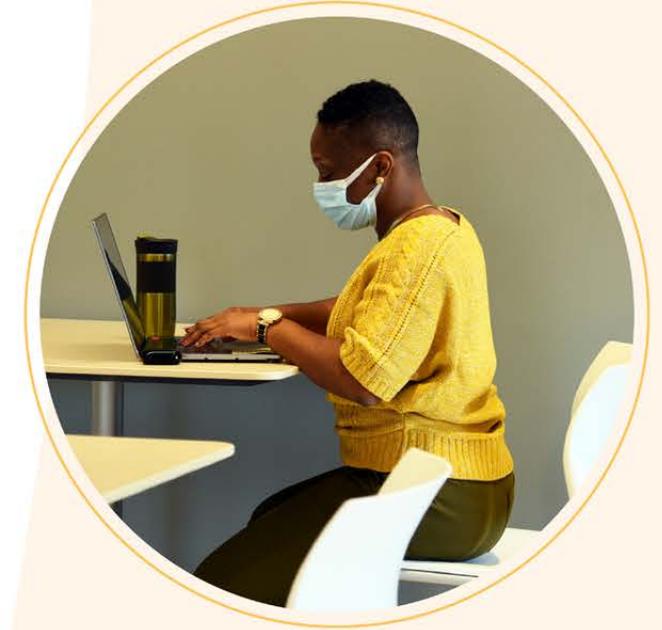
Despite the challenges posed by the pandemic, we continued to grow our team and global footprint in 2021, including opening new offices in Canada, Germany and the Netherlands. Remarkably, more than 30 percent of our current workforce was onboarded during the pandemic. Our year-over-year workforce growth of 14 percent was on pace with the year prior and is expected to remain steady in 2022.

We continue to cultivate our talent pipeline. Our 2021 intern and co-op program, with more than 460 students, was the largest yet. Of the program participants who responded to feedback survey, 99 percent rated the experience as positive, and 100 percent said they would recommend it to other students.

We are further embedding DEI into our recruitment efforts, expanding our partnerships with Historically Black Colleges and Universities and developing even deeper relationships with the State University of New York and the City University of New York systems, tapping into programs focused on underrepresented groups.

To align our core HR systems with our growing business, in 2021, we launched Workday, an integrated platform for managing employee data, compensation, hiring and talent management. We plan to use Workday's analytic capabilities to evaluate and improve our talent practices and inform our discussions on workforce capabilities and succession planning.

Regeneron's 2021 turnover rate of 7.8% remains significantly lower than the industry average of 19.0%.¹



GOAL
Cultivate a leading employee experience that is rooted in our unique science-driven culture.

9 out of 10 employees agree that Regeneron is a great place to work

Over **25% of job openings** were filled by existing employees in 2021

94% of new hires were happy they joined after 90 days

¹ Industry average is based on data of U.S. life sciences companies reported in Aon's 2021 Salary Increase and Turnover Study.

Employee Growth and Development

Scientific inquiry and continuous learning are central to the growth of our talent pipeline and long-term success. We provide a broad range of programs to support employee growth and advancement, as well as targeted leadership development. All employees participate in annual performance reviews, and we continue to expand the use of Career Ladders, a tool specifying relevant skills, abilities and timelines for career development and promotion across different departments.

DEVELOPING FUTURE LEADERS

Regeneron's leadership development opportunities help colleagues reach their full potential, building their skills as they advance in the company and helping us create a pipeline of leadership talent.

Our leadership development programs range from leadership essentials to intensive rotational programs for high-potential MBA graduates. As many of our colleagues continued to operate remotely in 2021, we opened our virtual training offerings to additional sites. This expansion facilitated a greater exchange of ideas among diverse groups, a positive outcome we are building on in 2022.

In 2021, we celebrated the successful rollout of our Accelerate M.D. program, with our inaugural cohort of 23 trained medical doctors (M.D.s) completing the program. Accelerate M.D. is a targeted leadership development program that provides M.D.s who are new to the industry or Regeneron with executive education, peer learning groups and regular one-on-one conversations with senior leader and executive coaches so participants can build broader networks and cultivate the insights needed to lead the next generation of Regeneron innovation and discovery.

We also enhanced our new manager curriculum and experienced leader courses in 2021, including expanding our modules on building emotional intelligence. Similarly, our Elevate program is designed to strengthen our people managers' leadership, coaching and mentoring capabilities. The program focuses on people skills, such as active listening, that facilitate productive and effective conversations related to an employee's performance, goals and career aspirations. In its second year in 2021, close to 200 managers participated.



TalentHub Learning Center

Through our TalentHub Learning Library, employees can access more than **9,000 LinkedIn Learning courses**, as well as numerous Regeneron-generated webinars, instructor-led trainings and other educational materials. In 2021, Regeneron employees and contractors consumed more than **28,000 hours of online courses**.

Compensation, Benefits and Recognition

Regeneron's compensation, wellbeing, benefits and recognition philosophy supports our employees with programs that reflect our unique culture and support our diverse range of employees at all phases of their lives. More information on our benefits is available on our [website](#).

COMPENSATION AND REWARDS

We assess compensation and rewards programs annually to ensure we remain competitive in the marketplace while also focusing on fairness and internal equity. We offer competitive pay with the opportunity for employees to receive above-market rewards for exceptional individual and business performance. Employees can participate in our annual short-term and long-term incentive programs, regardless of position or level of seniority. One of our core beliefs is that all employees should share in the financial rewards that come with our success. This philosophy is reflected in that, upon hire, full-time employees receive equity-based long-term financial incentives, such as stock options and restricted stock.

Our employee recognition and rewards program, R³, is designed to celebrate the important contributions that our employees make to our mission throughout the year and give everyone the ability to recognize and/or reward others within their own team or in other functions, groups or locations in a personal, inclusive and timely manner. In 2021, 90 percent of eligible employees received at least one recognition via the R³ program.



INCLUSIVE BENEFITS, WELLNESS AND WELLBEING PROGRAMS

Regeneron designs and manages our wellbeing and benefits programs to help support our colleagues and their loved ones in achieving their personal physical, emotional and financial health goals. Our benefits include a comprehensive selection of medical, dental and vision plans, retirement savings options, paid time off (PTO), education benefits and various other programs that support balancing work with life.

We integrate wellbeing criteria into our expansion strategies, including meditation and prayer rooms, fitness centers, lactation rooms, gender-neutral bathrooms and “think rooms” equipped with lounge chairs and bicycle desks in our new buildings. We are working to retrofit existing spaces to offer these amenities where they do not already exist.

The pandemic also continued to inform our approach in 2021. We offered onsite COVID-19 vaccine clinics for our colleagues and their families, vaccinating more than 2,000 participants. This benefit built on our foundation of hosting flu vaccine clinics for employees every year. We released our Flexible Workplace Policy for U.S. employees, recognizing the importance of offering flexible work arrangements to meet the needs of our diverse workforce while honoring the critical importance that in-person interactions play in Regeneron’s culture and success. We also continued to host our physical, mental and financial wellbeing programs virtually.



HEALTHIEST EMPLOYERS®

For the second consecutive year, **Regeneron won Healthiest Employer Awards** in both the Capital Region and New York City Region in 2021. The award recognizes people-first organizations taking a more proactive approach to employee health and investing in their populations’ health.



Promoting Mental Health

Regeneron responded quickly and comprehensively to the mental health challenges facing our colleagues and their families during the pandemic, including significantly increasing the number of emotional wellbeing programs we offer. In 2021, we increased the number of emotional wellbeing programs by more than 200 percent, resulting in a 126 percent increase in participation. In early 2021, we also increased our free counseling benefit to eight individual sessions for employees and their household members through our Employee Assistance Program.

Our Mental Health First Aid pilot program, launched in 2021, helps employees and managers assess for risk of mental health disorders, as well as suicide or harm, and help connect the person with appropriate help. In a participant survey, 90 percent of respondents believed that their ability to assist someone in need was increased. Throughout 2021, we certified more than 200 employees in Mental Health First Aid and plan to certify an additional 240 employees in 2022.



Supporting Parents and Caregivers

We offer a range of family-planning benefits, including financial assistance for adoption. We provide 12 weeks of paid leave to our U.S. colleagues who are welcoming a new child through birth, adoption or placement. Further time off is available if needed through our PTO and leave programs.

In 2021, we removed the requirement to have a diagnosis of infertility to receive fertility treatment, making it so all medical plan participants looking to start or expand their family are eligible for this benefit. We also opened a Regeneron-owned daycare facility exclusively for Regeneron families close to our New York production site.

We offer a diverse range of benefits to help caregivers in their personal lives, such as tuition discounts and priority enrollment at partner childcare centers and search capabilities to find nannies, babysitters and back-up care. In 2021, we enhanced our elder-care support, providing access to a dedicated Care Coach to help caregivers navigate the complicated elder-care system. The Care Coach can help answer questions, offer on-site assessments of a loved-one's living arrangements and make referrals for specialized providers.



Promoting Physical Health

We transitioned physical wellbeing programming to a virtual environment and provided global wellbeing challenges to help employees stay active, motivated and connected with colleagues.

In 2021, we implemented more than 670 global wellbeing sessions and health awareness opportunities with more than 20,000 participant visits.

Building Sustainable Communities

Regeneron is committed to safeguarding and enriching the global communities where our people and patients live and work.

We strive to continuously improve our environmental practices to help enable a sustainable planet. We also work to build resilient and equitable communities through our employee volunteerism and philanthropic giving, including our significant investments in creating STEM opportunities for the next generation of scientific talent.



ENVIRONMENTAL STEWARDSHIP

We integrate thoughtful and effective environmental practices across our organization to help protect our planet, improve human health and build business resiliency. Our environmental targets reflect our ambitions to reduce our GHG emissions, increase our use of renewable energy, minimize waste and enhance water stewardship.



Environmental Transparency

Transparency is critical to helping us maintain the trust of our stakeholders and drive accountability. We disclose our environmental practices and progress at least annually in accordance with our [Policy on Environment, Health and Safety](#). To increase transparency, we:

- Publish an annual Responsibility Report, sharing progress towards our environmental targets
- Publish an annual [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) report, disclosing our climate-related risks and opportunities and how they are managed
- Respond to [CDP Climate Change](#) and [CDP Water Security](#) initiatives
- Engage an independent assurance provider to verify our Scope 1 and 2 GHG emissions, water usage and waste generation, and post the statement on our [website](#)



Dow Jones Sustainability Indexes

We were proud to have been included in the [Dow Jones Sustainability World Index](#) for the third year in a row and the [Dow Jones Sustainability North America Index](#) for the second year in a row. These global and regional indices are comprised of corporate leaders in ESG practices.

GOAL

Achieve our environmental targets to help protect and restore the planet.

Energy and Emissions

The 2021 COP26 climate conference in Glasgow, Scotland, refocused the world's attention on climate change and underscored its impact on public health as a key area of concern. For example, air pollution and extreme temperatures can lead to increased prevalence of cardiovascular disease, asthma and vector-borne diseases. Our commitment to protect the health of the planet is closely tied to our mission to improve the health of patients.

RENEWABLE ENERGY AND ENERGY EFFICIENCY

Dynamic energy management and renewable energy investments are key to achieving our 2025 global environmental targets, which focus on reducing our GHG emissions intensity and increasing our use of renewable electricity. By driving towards these targets, we aim to provide clean and reliable power to our campuses, create cost savings and help our environment.

We have developed a tailored energy approach, including initiatives to increase energy efficiency. For example, in 2021 we completed the conversion of our Sleepy Hollow facility to LED lighting, resulting in a roughly 50 percent reduction in lighting energy consumption, and we plan to extend these efforts to the outdoor parking areas in 2022. We also installed electrochromic insulating glass windows across the facility, which we anticipate will cut our heating and cooling costs by 15 percent.

We continue to invest in renewable energy sources. Our Irish production site uses 100 percent renewable electricity and our New York production site added a 133-kilowatt (kW) solar installation in 2021. Through New York State's ReCharge NY initiative, our Sleepy Hollow, New York office has been allocated 188 kW of renewable hydropower, which is expected to come online in 2022. By adding hydropower to the existing 1-megawatt rooftop solar array, the site is expected to be converted to 100 percent renewable electricity by the end of 2022.

Energy management also informs how we expand our physical footprint to ensure we meet today's expectations and plan for a resilient future. We established a sustainability working group to help integrate environmental criteria, such as energy efficiency, into our \$1.8 billion Tarrytown campus expansion design, with Leadership in Energy and Environmental Design (LEED) Silver as our minimum design standard.

SUPPLY CHAIN EMISSIONS

We continued to work towards our target of engaging suppliers on our Scope 3 (indirect) GHG emissions. Scope 3 emissions are complex to measure and manage as they take place outside of a company's operational control; however, understanding and reducing these emissions is critical as companies work towards global decarbonization. In setting this target, we knew it was ambitious and challenging, but, as is the Regeneron way, we set a high bar.

In reviewing our Scope 3 data and engaging with sustainable supply chain experts and others in our industry in 2021, we determined we need more insight into our emissions hot spots before we can meaningfully engage our suppliers on this topic. While we are disappointed we missed hitting this target on time, we believe enhancing our understanding of our Scope 3 emissions across material categories will be crucial to impactful engagement. In 2022, we are working to introduce more precision into how we calculate our Scope 3 emissions and develop a tailored engagement plan to drive reductions.

TARGET

By 2021, engage our top 30 suppliers, representing ~50% of spend, to gather and report relevant Scope 3 greenhouse gas emissions data.

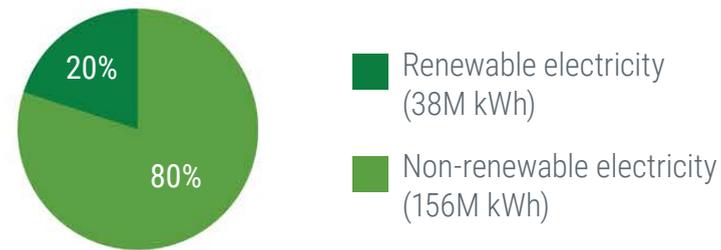


ENERGY TARGETS AND PROGRESS

By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources, and match 100% of electricity consumption by 2035

By 2025, invest in the production of renewable power to meet our long-term electricity needs

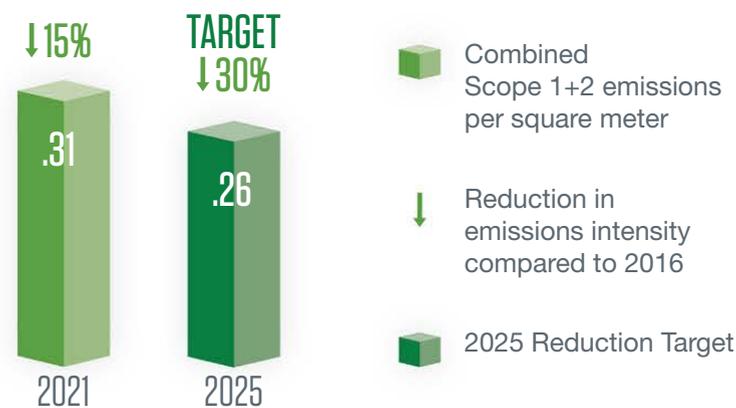
Renewable Electricity Progress (% and kWh)



GHG EMISSIONS REDUCTION TARGET AND PROGRESS

By 2025, reduce combined Scope 1 & 2 (market-based) GHG emissions per square meter by 30% based on 2016 peak baseline

GHG Emissions Intensity Progress



OUR APPROACH TO ENERGY MANAGEMENT AND GREENHOUSE GAS EMISSIONS

We implement systems and initiatives to ensure resiliency, continuous improvement and GHG emissions reductions. These include:

- Maintaining energy management technologies, which are controlled through a central energy management system, including sub-meters to monitor energy consumption, identify energy optimization opportunities and cut costs
- Conducting internal environmental management audits as part of our Irish production site's Environmental Management System (EMS) and in line with compliance requirements; our Irish production site has also completed an external energy efficiency audit, as required for Industrial Emissions licensing
- Operating our Irish production site within the mandate of the European Union Emissions Trading Scheme, whereby we pay a carbon tax for our Scope 1 GHG emissions
- Building in redundancies for our energy supply across our main sites to help ensure resiliency in our mission-critical R&D and manufacturing functions
- Participating in New York State's demand-response program, which provides financial incentives to participants that reduce their electricity use during peak-demand periods to ensure grid stability and flexibility; our participation generated \$280,000 in revenue in 2021
- Investing in green buildings, including designing environmental considerations into our campus expansion projects; we currently have two facilities certified LEED Gold and one certified LEED Silver
- Measuring and reporting Scope 3 GHG emissions
- Encouraging our employees to take sustainable transportation through complimentary services, such as electric-vehicle charging stations, commuter benefits, a ride-share portal and bike storage

Waste Management

We manage hazardous and non-hazardous waste across our sites, focusing on diversion from landfill and, where possible, overall minimization. Effective waste management enables us to comply with relevant environmental regulations and mitigates environmental degradation associated with landfills and improper waste disposal. Our efforts help reduce GHG emissions in our value chain by reducing energy-intensive waste treatment.

We are proud that in 2020, ahead of schedule, we achieved our target to send zero waste to landfill.¹ We are also working towards our target to have composting at all our large sites. Composting allows us to transform organic waste into a useful end product while also reducing methane emissions. Our production sites have composting in place, but we missed hitting our 2021 target on time as our Tarrytown composting installation was delayed due to the COVID-19 pandemic and campus expansion logistics. We remain committed to achieving our target and are exploring off-site options in the interim.

¹ Excludes construction and demolition waste.

In 2021, we made progress towards our 2025 target to increase plastic recycling and reduce hazardous waste generation across our sites. Here are highlights from our three largest sites:

- Our New York production site is partnering with a holistic waste management vendor to uncover sources of plastic waste and divert the plastics to recycling plants.
- Our R&D headquarters piloted a recycling program for lab plastics, with plans to roll it out more broadly in 2022.
- Our Irish production site replaced smaller 1,000-liter plastic containers being used to house raw materials with bulk storage containers, resulting in less hazardous and plastic waste.



Turning Gloves Into Goods

Our work to safely manufacture high-quality medicines requires tons of personal protective equipment (PPE) – literally. Keeping with our entrepreneurial spirit, in 2021, we formed a partnership with Kimberly-Clark Corporation to recycle the used single-use latex gloves that they supply us into something new and usable, such as outdoor furniture or flower pots. The initiative will launch in 2022, and our ambition is to expand to other types of non-hazardous PPE waste.

WASTE TARGETS

By 2021, achieve **zero waste to landfill** status at all Regeneron sites¹

By 2021, **compost food waste at all sites** with more than 2,000 employees

By 2025, develop and implement waste management plans to further **increase our plastic recycling and reduce hazardous waste generation**

2021 WASTE METRICS²

Total waste generated	6,770 metric tons
Non-hazardous waste	5,520 metric tons
Waste to energy	71%
Recycled	25%
Incinerated/Physiochemical treatment	4%
Composted	0.2%
Landfill	0%
Hazardous waste	1,250 metric tons
Waste to energy	74%
Incinerated/Physiochemical treatment	19%
Recycled	6%
Landfill	0%



OUR APPROACH TO MANAGING AND REDUCING HAZARDOUS WASTE

Along with our composting, recycling and reuse initiatives, we are taking steps to manage and reduce hazardous waste within our operations:

- Conducting laboratory waste assessments to identify opportunities to replace hazardous chemicals with non-hazardous or less-hazardous substances and enhanced separation of hazardous and non-hazardous wastes
- Constructing bulk chemical storage and distribution systems to facilitate consolidation and reuse of certain hazardous waste materials in order to minimize container use and disposal
- Complying with relevant waste management regulations, including the Resource Conservation and Recovery Act (RCRA) and Hazardous Waste Operations and Emergency Response Standard (HAZWOPER) in the U.S.

¹ Excludes construction and demolition waste.

² Percentages may not sum to 100% due to rounding.

Water Management

Water is a core ingredient in biological manufacturing processes. Our global water stewardship program and water mapping strategy are helping to ensure we use this natural resource efficiently and achieve our 2025 water target.

In 2021, we completed a water mapping study at our New York production facility following a successful study at our Limerick facility. The mapping provides us with a blueprint of where we currently use water in our operations and where we can increase efficiencies long term. For example, at our Limerick site, we installed additional water meters in 2021 to help guide future water management projects.

Our Limerick site also completed a water for injection (WFI) system control project, which resulted in significant water use savings – 8.5 million liters per year – as well as energy, labor and material costs. Because the high-quality, treated WFI is heated to up to 80°C, its reduction has also resulted in significant savings in electricity and gas usage.

WATER TARGET

By 2025, improve water efficiencies by implementing a **global water mapping strategy and water stewardship program**



OUR APPROACH TO WATER MANAGEMENT

We implement systems and initiatives to build efficiencies and ensure resiliency by:

- Monitoring water stress using the World Resources Institute's Aqueduct tool. Regeneron sites are located in areas with medium-to-high water stress, where levels of competition over water resources are greater; however, water depletion, regulatory and reputational risks are low for all sites
- Metering water use at our primary sites to track consumption, evaluate efficiency, ensure regulatory compliance and confirm that water practices are suitable for existing and future growth
- Mapping water use at our main sites to identify opportunities for tracking and metering enhancements
- Designing buildings and using technology to reduce water use by; for example, by capturing rainwater to use for irrigation and installing green roofs to help reduce water run off
- Monitoring and treating industrial wastewater and storm water onsite at manufacturing facilities, to ensure they meet quality standards before discharging to municipal sewer districts



Biodiversity

Our Regeneron campuses are situated within suburban areas, where our activity can impact the natural ecosystems around us. We work to identify opportunities to protect and restore local ecosystems and strive to set the standard for our industry and others to follow.

Regeneron sites and buildings are designed to protect natural systems and to maintain and enhance habitats for native species. Our projects also put carbon back into the soil, ultimately reducing carbon emissions to the atmosphere. For example, at our Sleepy Hollow site, we are restoring a nearby waterway and native habitat that was diverted years ago. Across our campuses, our expansion plans take into account protected species identified during environmental impact assessments.



Case Study: Nurturing our Local Ecosystems with BeaCON

Of the 288 acres that constitute Regeneron's IOPS sites in New York State and Ireland, nearly 60 percent is comprised of undeveloped land, wetlands, woodlands, water and historically protected "heritage" sites. They are located within (Sub)Urban ecosystems where urban and rural environments intersect and interact, housing both natural habitats and human-made systems. We recognize the potential for environmental impacts from our activities and our responsibility to be a good neighbor. In 2021, our IOPS team launched BeaCON, an ambitious biodiversity and conservation initiative designed to engage employees and our community through the restoration, preservation and enhancement of suburban ecosystems on Regeneron-owned lands and adjacent properties.

BeaCON educates, encourages and engages Regeneron employees in year-round programs that help to advance our three biodiversity pillars:



Native Species Management

We are promoting and supporting the regeneration and growth of native species, by installing bat and bird boxes to provide viable habitats, planting pollinator-friendly flora and setting up bee hotels to preserve natural pollinator species. Our Irish site is a member of the All-Ireland Pollinator Plan, an action plan to help preserve pollinator species in the country.



Land Management and Conservation

We are sustainably restoring and conserving natural spaces and heritage resources so they can be enjoyed by everyone. Our Irish site has restored Roches castle, a regional heritage site on our campus, and works diligently to preserve this culturally important landmark.



Invasive Species Management

We are identifying and removing invasive and non-native species that can threaten and negatively transform ecosystems. Our New York production site is actively working to prevent the spotted lantern fly, which feeds on the Capital Region's prized apple and maple trees and has been spotted in the region, from making a home on our campus. We also work closely with our landscaping vendors to mitigate and manage the introduction of invasive and non-native species. We've engaged local nonprofits, such as Capital Region PRISM, to come to campus to train employees in identifying invasive species.



SOCIAL IMPACT

At Regeneron, we use our time, talent, voice and influence to create a better world.

We are fostering a pipeline of future scientific leaders to solve the world's biggest problems and helping to build resilient communities through our philanthropic investments and employee volunteerism.



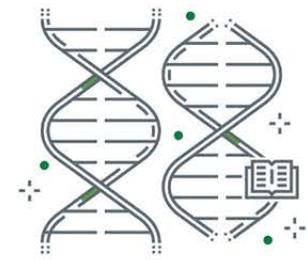
STEM Education and Equity

Regeneron's STEM initiatives have a singular purpose – to inspire young people to choose science as their career. We believe diversity drives scientific advancement, and we are committed to providing students with equitable access to engaging and inclusive STEM experiences.

Since 2020, we've provided engaging STEM experiences to nearly **1.2 million students**.

GOAL
Foster the next generation of scientific innovators by providing STEM experiences to 2.5 million students.

Our STEM investments focus on three strategic imperatives:



EXPOSE
young minds to the power of science



EQUIP
students with scientific skills



ELEVATE
the best and brightest young scientists

Supporting STEM Education for All

Regeneron invests significantly in advancing STEM equity. As part of our \$100-million, 10-year commitment to support the Regeneron Science Talent Search, we allocate \$3.1 million annually to fund the Society for Science's STEM outreach and equity programs, including the Advocate Program.

The Advocate Program provides training, stipends and support to teachers and mentors who commit to aiding students from underrepresented and low-income backgrounds with entering science research competitions. In 2021, we formed a new partnership with the National Alliance for Partnerships in Equity to provide these Advocates with supplemental education focused on mitigating bias in the classroom and supporting student career readiness.



PROGRAM SPOTLIGHTS

We profile just some of the ways we are bringing our commitment to life. To learn more about our initiatives, visit our [website](#).

Introducing BioBus's Community Science Fellowship Program

For more than a decade, our BioBus partnership has helped deliver hands-on discovery and scientific exploration to underrepresented students in the Hudson Valley and Capital Region of New York. In 2021, we deepened our commitment to this high-impact organization, providing funding for its new Community Scientist Fellowship Program, which empowers and equips a corps of volunteer mentors with the aim to advance equity in science careers. Comprised of academic and industry scientists, the Fellows receive training in pedagogy, cultural competency and student engagement skills. Through this expanded volunteer training program BioBus is able to deliver high-quality scientific experiences to underrepresented students to help them build the confidence to pursue science careers.

Recognizing YPIE Regeneron Science Research Graduates

Developed in partnership with Yonkers Partners in Education (YPIE), YPIE Regeneron Science Research is a three-year, after-school program that provides students from across Yonkers public high schools – a low-income urban school district in New York – with access to independent science research opportunities under the mentorship of professional researchers and scientists. The latest cohort of students graduated in 2021, all of whom advanced to college and are pursuing STEM majors, including chemistry, biology and pre-med.



Celebrating Together with Regeneron Science Talent Search Finalists

In March 2021, for the second consecutive year, the Regeneron Science Talent Search (STS), a program of the Society for Science and the nation's oldest and most prestigious science and math competition for high school seniors, took place virtually due to the ongoing pandemic. Yunseo Choi, an 18-year-old from Exeter, New Hampshire, won the \$250,000 top prize for her project on matching algorithms to an infinite number of things or people. Matching theory has numerous real-life applications, including matching organ donors to recipients, assigning medical applicants to rotations and pairing potential couples in dating apps.

More than \$1.8 million was awarded to the 40 finalists, who were evaluated on their projects' scientific rigor, their problem-solving abilities and their potential to become scientific leaders. In total, Regeneron awarded \$3.1 million, including \$2,000 to each of the top 300 scholars and their schools.

In August 2021, we hosted a special in-person celebration for the STS 2020 and 2021 finalists, allowing them to finally meet face-to-face with their STEM peers and to celebrate their role as future leaders in science.

Hosting our First Regeneron International Science and Engineering Fair Awards

Regeneron was proud to recognize top award winner 16-year-old Michelle Hua at the 2021 Regeneron International Science and Engineering Fair (ISEF), a program of Society for Science and the world's largest global science competition for high school students. Ms. Hua also won the \$75,000 George D. Yancopoulos Innovator Award, named in honor of our President and Chief Scientific Officer, for her discovery of an artificial intelligence-based algorithm used for human action recognition. 2021 marked the second year of our \$24-million, five-year title sponsorship and the first year of awards due to a pandemic-postponed competition in 2020.

Over 1,800 student scientists representing 64 countries and 49 U.S. states participated. The finalists were honored during a virtual ceremony in May 2021. The virtual format amplified volunteer opportunities for Regeneron colleagues, who provided their expertise as judges and interpreters for international students.





GOAL
Drive employee volunteer levels above national standards.

Community Involvement

Giving back is at the heart of Regeneron's culture. We believe our philanthropic investments and the generous volunteerism of our employees help our communities flourish. We design our community initiatives to align with and elevate the causes our employees care about deeply.

We are proud to have been named to the **Civic 50 for the fifth consecutive year**. The Civic 50 recognizes the most community-minded companies in the United States.

OUR PHILANTHROPIC CONTRIBUTIONS

We support our communities through our philanthropic and product donations and the generosity of our colleagues. In 2021, we donated:

\$16.5 million
to non-profit organizations, including contributions of \$1.3 million through our Matching Gift Program

4,400 employees
volunteered 19,300 hours, valued at \$1.5 million

\$859 million¹
in in-kind donations, including donations of free medicine through Regeneron's patient support programs

¹ Represents wholesale acquisition cost.



DAY FOR DOING GOOD

2021 marked five years since the launch of our annual, global Day for Doing Good (D4DG). Over that period, our employee population has grown by 66 percent, our global footprint has expanded and we've endured two years of pandemic restrictions. Yet our commitment to giving back never wavered. At our 2021 D4DG, approximately 40 percent of Regeneron employees volunteered nearly 12,300 hours to 148 nonprofits. Their efforts supported diversity and equity programs, interactive STEM experiences for students, revitalization and beautification projects for community spaces and more.

MORE WAYS TO GIVE

Regeneron's comprehensive employee-giving program is designed to support our colleagues' passion for their causes and local communities. It includes our Matching Gift Program, which doubles the impact of employee donations to qualified public charities. In 2021, to help make employee giving more accessible and equitable, we eliminated the minimum donation requirement to receive matching corporate dollars and expanded the list of eligible charities for our UK and Irish colleagues. In 2021, Regeneron matched \$1.3 million in employee contributions supporting roughly 1,800 charities. This included generous donations to humanitarian assistance campaigns for Afghan refugees, victims of Haiti's and Mexico's devastating earthquakes and COVID-19 relief efforts in India. We also continued our Volunteer Time Off program which offers eligible full-time employees up to eight hours of paid time off per year to volunteer with eligible non-profit organizations.

Since 2017, Regeneron's Day for Doing Good volunteer participation rates **have outpaced those of the largest 200 companies worldwide.**



SPOTLIGHT

Partnering for Racial Equity

We continue to enhance our commitment to advance racial equity outcomes nationally and at the local level. Regeneron is a founding partner of the Westchester Center for Racial Equity, an initiative of the YWCA of White Plains and Central Westchester, near our Tarrytown campus. The Center, which was officially launched in 2021, is a hub for anti-racism education, research and action. Our funding is supporting the development of a racial equity scorecard to track progress across six indicators: COVID-19, health, housing, education, criminal justice and economic empowerment.



ECONOMIC DEVELOPMENT

Our commitments to the local economies where we operate in New York State and Ireland are significant. Our contributions include wages paid to a growing and diverse workforce, considerable capital investments as well as government taxes.



New York State

Regeneron is a significant contributor to New York State, creating jobs, investing in communities and supporting local suppliers. In 2021 alone, we paid \$776 million to vendors based within the state.

We also announced plans to invest approximately \$1.8 billion over six years to expand our research, preclinical manufacturing and support facilities in Westchester County, creating 1,000 new full-time, high-skill jobs in the Mid-Hudson Region.

We also are significantly expanding our campus upstate, including ongoing work on our new, 350,000-square-foot, state-of-the-art fill-and-finish facility at our IOPS Rensselaer campus, where vials and syringes will be filled with both clinical and commercial product and commercial product will be labeled and packaged. An in-house fill-and-finish facility is expected to give us greater control of the end-to-end manufacturing process and expedite the delivery of important medicines to patients.

Ireland

Regeneron has demonstrated our long-term commitment to Ireland and the local communities where we work and live. To date, we have invested more than \$1 billion and created more than 1,500 full-time jobs at our IOPS campus in Limerick. Our biotech production facility, the largest in Ireland, is now licensed to make many of Regeneron's commercial medicines and continues to expand. In March 2021, we opened a new 110,000 square foot lab and office building and construction is ongoing on a new formulation suite.

In addition, our Dublin office grew its staff by 14 percent in 2021. Members of that team play an important role in regulatory filings and clinical trial management in Europe and around the world.



Data Summary



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SCIENCE AND INNOVATION

	2019	2020	2021
Total FDA-approved Treatments	7	9 ¹	9
Investment in Research & Development (USD, millions)²	\$2,450	\$2,735	\$2,908
Number of Investigational Clinical-Stage Candidates	20	30	30
Number of Exomes Sequenced by Regeneron Genetic Center (millions)	~1	~1.4	~2

NOTES

As of December 31 of the applicable year, unless noted otherwise.

¹ As of February 2021.

² Research and development expenses for the year ended December 31, 2019 include a \$400 million up-front payment to Alnylam in connection with our collaboration agreement.



SOCIAL¹

Workforce	2019	2020	2021
Total Employees	8,114	9,123	10,368
Global Workforce by Gender			
Female	49%	49%	49%
Male	51%	51%	51%
Global Workforce by Age			
Under 30 years old	25%	26%	25%
30–50 years old	58%	55%	56%
Over 50 years old	18%	19%	20%
Diversity of U.S. Workforce			
White	69%	68%	68%
Hispanic	7%	7%	6%
Black or African American	5%	5%	5%
Asian	17%	18%	18%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%
American Indian or Alaskan Native	<1%	<1%	<1%
Two or more races	2%	2%	3%
Diversity of Leadership Team (VP Level and Above)			
Female	24%	25%	25%
People of Color (U.S. only)	16%	19%	19%
Retention Rate	92%	94%	92%
Voluntary Turnover Rate	7%	5%	7%
Employee Engagement Rate²	89%	92%	88%

Occupational Health And Safety	2019	2020	2021 ³
Total Recordable Incident Rate (TRIR)	0.68	0.45	0.72
Lost Time Injury Rate (LTIR)	0.24	0.08	0.11
Days Away, Restricted or Transferred (DART)	0.34	0.19	0.46
Fatalities	0	0	0
TRIR by Accident Type (%)			
Ergonomic	43%	36%	53%
Abrasions/bites/sharps ⁴	17%	23%	9%
Slip/trip/fall	15%	16%	16%
Chemical exposure	0%	7%	3%
Motor vehicle	12%	5%	1%
Struck by/against	7%	5%	11%
Possible allergic reaction	3%	5%	1%
Hot surface	0%	0%	1%
Caught in between	0%	0%	1%
Illness	0%	0%	1%
Other	3%	0%	1%

(Continued)

NOTES

As of December 31 of the applicable year, unless noted otherwise.

¹ Totals may not sum to 100% due to rounding.

² Percentage of Regeneron employees who said Regeneron is a great place to work in our annual employee experience survey.

³ Data based on 2021 incident reports received by January 28, 2022.

⁴ This covers the OSHA categories of needlestick sharps, animal bites, abraded/punctured/scratched/laceration.



Community Involvement	2019	2020	2021
Cash Contributions (USD, millions)	\$19.2	\$12	\$16.5
In-kind Contributions (USD, millions) ¹	\$266	\$466	\$859
Employee Time Contributions (USD, millions)	\$1.5	\$2.1	\$1.5
Employee Volunteer Rate	59%	37%	42%

NOTES

As of December 31 of the applicable year, unless noted otherwise.

¹ Includes product donations which are valued at wholesale acquisition cost.

ENVIRONMENTAL

Greenhouse Gas (GHG) Emissions	2019	2020	2021
Total GHG Emissions (Scopes 1+2+3)¹	640,050	849,799	913,861
Scope 1 (metric tons CO₂e)	57,500	58,200	64,800
Scope 2 – Location-Based (metric tons CO₂e)	36,500	33,200	38,100
Scope 2 – Market-Based (metric tons CO₂e)	22,700	22,900	27,300
Scope 3 (metric tons CO₂e)¹	559,850	768,699	821,761
Purchased Goods and Services (Category 1)	346,100	480,500	466,700
Capital Goods (Category 2)	158,700	259,800	320,700
Fuel-and-Energy Related Activities (Category 3)	21,700	19,100	20,600
Waste Generated in Operations (Category 5)	470	320	370
Business Travel (Category 6)	11,380	1,793	866
Employee Commuting (Category 7)	21,500	7,186	12,525
Scope 1+2 Emissions Intensity – Market-Based (metric tons CO₂e per square meter)	0.27	0.27	0.31
Energy	2019	2020	2021
Electricity Consumption (kWh)	152,000,000	164,000,000	195,000,000
Renewable Energy Usage (%)	20%	20%	20%

Waste Generated ²	2019	2020	2021
Total Waste Generated (metric tons)	6,730	6,210	6,770
Non-Hazardous Waste (metric tons)	5,740	5,160	5,520
Recycled (%)	22%	26%	25%
Waste to Energy (%)	71%	70%	71%
Composted (%)	3%	2%	0.2%
Incinerated/Physicochemical Treatment (%)	4%	2%	4%
Landfill (%)	0%	0%	0%
Hazardous Waste (metric tons)	990	1,050	1,250
Waste to Energy (%)	73%	70%	74%
Incinerated/Physico Chemical Treatment (%)	20%	20%	19%
Recycled (%)	7%	10%	6%
Landfill (%)	0% ³	0%	0%
Waste Diversion²	2019	2020	2021
Waste Diverted from Landfill	99.99%	100%	100%
Water⁴	2019	2020	2021
Total Water Usage (megaliters)	1,952	2,054	2,223

NOTES

As of December 31 of the applicable year, unless noted otherwise.

¹ Regeneron continues to expand its disclosure across Scope 3 categories. Total emissions reflect sum of Scope 3 categories disclosed.

² Waste figures exclude construction and demolition waste.

³ In 2019, there were .03 tons of waste sent to landfill, representing 0.003% of total hazardous waste.

⁴ All of our water is sourced from the municipality. Water figures cover both owned and leased sites.

GOVERNANCE

Board Composition	2019	2020	2021
Board Size	12	12	12
Number of Independent Directors	9	9	9
Independent Directors on Board (%)	75%	75%	75%
Number of Diverse Board Members¹	5	5	5
Percentage of Diverse Members on Board²	42%	42%	42%
Number of Women on Board	3	3	3
Women on Board (%)³	25%	25%	25%

NOTES

As of December 31 of the applicable year, unless noted otherwise.

¹ Diverse by gender, race or ethnicity.

² 56% of our independent directors are diverse by gender, race or ethnicity.

³ 33% of our independent directors are female.

SASB INDEX

The Sustainability Accounting Standards Board (SASB) is dedicated to improving the effectiveness and comparability of corporate disclosure on environmental, social and governance (ESG) factors. The SASB index below indicates how Regeneron's public reporting aligns with the Biotechnology and Pharmaceuticals industry standards.

Accounting Metric	Location
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	Position Statement on Ethics in Clinical Studies Code of Business Conduct and Ethics
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)	FDA-sponsored inspections resulted in zero official and two voluntary actions.
HC-BP-210a.3 Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	There were zero monetary losses as a result of legal proceedings associated with clinical trials in developing countries.
ACCESS TO MEDICINES	
HC-BP-240a.1 Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Drug Access and Pricing Pricing Philosophy 2021 Highlights and Progress Toward Our Goals Regeneron Pipeline
HC-BP-240a.2 List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	No Regeneron products are on the list at time of reporting.

Accounting Metric	Location
AFFORDABILITY & PRICING	
HC-BP-240b.1 Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Not reported. Regeneron makes material, legal and regulatory disclosures in its annual 10-K and quarterly 10-Qs .
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	Not reported. Unlike the top 20 largest pharmaceutical companies, Regeneron has a smaller portfolio of nine FDA-approved medicines, of which Regeneron records the U.S. net product sales for five as of April 2022. As such, this metric would provide greater visibility into our business and potentially reveal competitive information.
HC-BP-240b.3 Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not reported. Unlike the top 20 largest pharmaceutical companies, Regeneron has a smaller portfolio of nine FDA-approved medicines, of which Regeneron records the U.S. net product sales for five as of April 2022. As such, this metric would provide greater visibility into our business and potentially reveal competitive information.

Accounting Metric	Location
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	Please visit the FAERS MedWatch page for more information.
HC-BP-250a.2 Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Please visit the FAERS MedWatch page for more information.
HC-BP-250a.3 Number of recalls issued, total units recalled	Quality and Safety There were zero recalls of Regeneron commercial products.
HC-BP-250a.4 Total amount of product accepted for takeback, reuse, or disposal	Not reported.
HC-BP-250a.5 Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Not reported.
COUNTERFEIT DRUGS	
HC-BP-260a.1 Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Combating Product Counterfeiting Through Serialization
HC-BP-260a.2 Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Combating Product Counterfeiting Through Serialization
HC-BP-260a.3 Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not reported.
ETHICAL MARKETING	
HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Not reported.
HC-BP-270a.2 Description of code of ethics governing promotion of off-label use of products	Code of Business Conduct and Ethics Code on Global Interactions with Healthcare Professionals

Accounting Metric	Location
EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION	
HC-BP-330a.1 Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Talent Attraction and Retention Employee Growth and Development STEM Education and Equity Diverse and Engaged Workforce
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	Social Data Summary
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	Not reported.
BUSINESS ETHICS	
HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Not reported.
HC-BP-510a.2 Description of code of ethics governing interactions with health care professionals	Code of Business Conduct and Ethics Code on Global Interactions with Healthcare Professionals
ACTIVITY METRICS	
HC-BP-000.A Patients treated	Not reported.
HC-BP-000.B Number of drugs (1) in portfolio and (2) in R&D (Phases 1-3)	Regeneron Pipeline

GLOBAL REPORTING INITIATIVE (GRI) INDEX

This report has been prepared using the Global Reporting Initiative (GRI) Standards: core option.

GENERAL DISCLOSURES

Description	Answer
ORGANIZATIONAL PROFILE	
102-1 Name of the organization	Regeneron Pharmaceuticals, Inc.
102-2 Activities, brands, products, and services	About Our Business 2021 Year in Review Our Medicines Pipeline and Clinical Programs
102-3 Location of headquarters	777 Old Saw Mill River Road Tarrytown, New York 10591-6707 United States
102-4 Location of operations	Our Locations
102-5 Ownership and legal form	Regeneron is publicly traded company under the ticker symbol REGN.
102-6 Markets served	2021 10-K, "Products" pages 3–5
102-7 Scale of the organization	Financial Highlights 2021 10-K, "Consolidated Balance Sheets" pages F4–F8 Social Data Summary
102-8 Information on employees and other workers	2021 10-K, Employee Profile, page 37-39 Social Data Summary

Description	Answer
102-9 Supply chain	Responsible Supply Chain Regeneron Pharmaceuticals, Inc. Vendor Code Regeneron Position Statement on Human Rights
102-10 Significant changes to the organization and its supply chain	2021 10-K, "Business" pages 2–39
102-11 Precautionary Principle or approach	Regeneron applies a risk-based approach in order to prevent negative environmental, health and safety outcomes. Our Approach to Responsibility Policy on Environment, Health & Safety 2021 Task Force on Climate-related Financial Disclosures Report
102-12 External initiatives	Our Business Model – Collaboration 2021 Highlights and Progress Toward Our Goals Engaging our Stakeholders STEM Education and Equity Community Involvement Regeneron Genetics Center
102-13 Membership of associations	Regeneron is a member of relevant industry associations, including the Biotechnology Innovation Organization and the Healthcare Distribution Alliance.

Description	Answer
STRATEGY	
102-14 Statement from senior decision-maker	Letter from Leadership
102-15 Key impacts, risks and opportunities	Anticipating and Responding to Risks 2021 10-K, "Risk Factors" pages 40–74
ETHICS & INTEGRITY	
102-16 Values, principles, standards and norms of behavior	Fostering a Culture of Integrity and Excellence Our Responsible Business Code of Business Conduct and Ethics
102-17 Mechanisms for advice and concerns about ethics	Ethics and Compliance
GOVERNANCE	
102-18 Governance structure	Global Governance 2021 10-K, "Directors, Executive Officers and Corporate Governance" page 94 2022 Proxy Statement, "Corporate Governance" pages 22-27
STAKEHOLDER ENGAGEMENT	
102-40 List of stakeholder groups	Engaging Our Stakeholders
102-42 Identifying and selecting stakeholders	Engaging Our Stakeholders
102-43 Approach to stakeholder engagement	Engaging Our Stakeholders
102-44 Key topics and concerns raised	Assessing our Material Issues

Description	Answer
REPORTING PRACTICES	
102-45 Entities included in the consolidated financial statements	2021 10-K, "Notes To Consolidated Financial Statements" pages F9–F14
102-46 Defining report content and topic boundaries	Assessing our Material Issues
102-47 List of material topics	Assessing our Material Issues
102-48 Restatements of information	No
102-49 Changes in reporting	No
102-50 Reporting period	January 1, 2021-December 31, 2021
102-51 Date of most recent report	April 21, 2021
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	communications@regeneron.com
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared using the GRI Standards: Core option.
102-55 GRI content index	GRI Index
102-56 External assurance	2021 Verification Statement

STANDARD DISCLOSURES

Description	Answer
ECONOMIC PERFORMANCE	
Management Approach	2021 10-K, "Business" pages 2–39
201-1 Direct economic value generated and distributed	2021 10-K, "Consolidated Balance Sheets" pages F4–F8
201-2 Financial implications and other risks and opportunities due to climate change	Environmental Stewardship 2021 CDP Climate Change Response 2021 TCFD Report
INDIRECT ECONOMIC IMPACTS	
Management Approach	Social Impact Drug Access and Pricing Responsible Supply Chain Economic Development Pricing Philosophy
203-2 Significant indirect economic impacts	Drug Access and Pricing Social Impact Economic Development
PROCUREMENT PRACTICES	
Management Approach	Responsible Supply Chain Regeneron Pharmaceuticals, Inc. Vendor Code
204-1 Proportion of spending on local suppliers	Economic Development
ANTI-CORRUPTION	
Management Approach	Ethics and Compliance Code of Business Conduct and Ethics Code on Global Interactions with Healthcare Professionals

Description	Answer
205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance Code on Global Interactions with Healthcare Professionals Code of Business Conduct and Ethics
TAX	
Management Approach	Regeneron's Strategy In Relation To Taxation
207-1 Approach to tax	Regeneron's Strategy In Relation To Taxation
207-2 Tax governance, control and risk management	Regeneron's Strategy In Relation To Taxation
207-3 Stakeholder engagement and management of concerns related to tax	Regeneron's Strategy In Relation To Taxation
ENERGY	
Management Approach	Energy and Emissions Regeneron Policy on Environment, Health & Safety 2021 CDP Climate Change Response
302-1 Energy consumption within the organization	Environmental Data Summary
302-4 Reduction of energy consumption	Environmental Data Summary
WATER AND EFFLUENTS	
Management Approach	Regeneron Policy on Environment, Health & Safety Water Management 2021 CDP Water Security Response
303-1 Interactions with water as a shared resource	Water Management 2021 CDP Water Security Response
303-3 Water withdrawal	Environmental Data Summary

Description	Answer
BIODIVERSITY	
Management Approach	Regeneration Policy on Environment, Health & Safety Biodiversity
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity
304-3 Habitats protected or restored	Biodiversity
EMISSIONS	
Management Approach	Regeneration Policy on Environment, Health & Safety Our Approach to Energy Management and Greenhouse Gas Emissions 2021 CDP Climate Change Response
305-1 Direct (Scope 1) GHG emissions	Environmental Data Summary 2021 CDP Climate Change Response
305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Summary 2021 CDP Climate Change Response
305-3 Other indirect (Scope 3) GHG emissions	Environmental Data Summary 2021 CDP Climate Change Response
305-4 GHG emissions intensity	Environmental Data Summary
305-5 Reduction of GHG emissions	Environmental Data Summary
WASTE	
Management Approach	Regeneration Policy on Environment, Health & Safety Waste Management
306-1 Waste generation and significant waste-related impacts	Waste Management Environmental Data Summary

Description	Answer
306-2 Management of significant waste-related impacts	Waste Management
306-3 Waste generated	Environmental Data Summary
306-4 Waste diverted from disposal	Environmental Data Summary
306-5 Waste directed to disposal	Environmental Data Summary
EMPLOYMENT	
Management Approach	Our Culture Diverse, Healthy and Engaged Workforce Regeneration Careers
401-1 New employee hires and employee turnover	Talent Attraction and Retention Social Data Summary
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation, Benefits and Recognition The Care In Career
401-3 Parental leave	Supporting Parents and Caregivers The Care In Career
OCCUPATIONAL HEALTH AND SAFETY	
Management Approach	Occupational Health and Safety Policy on Environment, Health and Safety Code of Business Conduct and Ethics
403-1 Occupational health and safety management system	Occupational Health and Safety Policy on Environment, Health and Safety
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Policy on Environment, Health and Safety
403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety Policy on Environment, Health and Safety

Description	Answer
OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)	
403-5 Worker training on occupational health and safety	Occupational Health and Safety Policy on Environment, Health and Safety
403-6 Promotion of worker health	Inclusive Benefits, Wellness and Wellbeing Programs
TRAINING AND EDUCATION	
Management Approach	Employee Growth and Development
404-2 Programs for upgrading employee skills and transition assistance programs	Employee Growth and Development
404-3 Percentage of employees receiving regular performance and career development reviews	All employees participate in annual performance and career development reviews.
DIVERSITY AND EQUAL OPPORTUNITY	
Management Approach	Diversity, Equity and Inclusion
405-1 Diversity of governance bodies and employees	Social Data Summary Governance Data Summary
LOCAL COMMUNITIES	
Management Approach	Social Impact
413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact
SUPPLIER SOCIAL ASSESSMENT	
Management Approach	Supplier Diversity Regeneron Pharmaceuticals, Inc. Vendor Code Regeneron Position Statement on Human Rights
414-1 New suppliers that were screened using social criteria	The Vendor Code applies to all Regeneron vendors. Responsible Supply Chain

Description	Answer
CUSTOMER HEALTH AND SAFETY	
Management Approach	Patient Advocacy Quality and Safety Position Statement on Ethics in Clinical Studies Code of Business Conduct and Ethics, page 14
416-1 Assessment of the health and safety impacts of product and service categories	Quality and Safety Position Statement on Ethics in Clinical Studies Code of Business Conduct and Ethics, page 14
MARKETING AND LABELING	
Management Approach	Ethics and Compliance Combating Product Counterfeiting through Serialization Code of Business Conduct and Ethics, page 18 Code on Global Interactions with Healthcare Professionals
417-1 Requirements for product and service information and labeling	Code of Business Conduct and Ethics, page 18 Code on Global Interactions with Healthcare Professionals

FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements that involve risks and uncertainties relating to future events and the future performance of Regeneron Pharmaceuticals, Inc. (where applicable, together with its subsidiaries, “Regeneron” or the “Company”), and actual events or results may differ materially from these forward-looking statements. Words such as “anticipate,” “expect,” “intend,” “plan,” “believe,” “seek,” “estimate,” variations of such words, and similar expressions are intended to identify such forward-looking statements, although not all forward-looking statements contain these identifying words. These statements concern, and these risks and uncertainties include, among others, the impact of SARS-CoV-2 (the virus that has caused the COVID-19 pandemic) on Regeneron’s business and its employees, collaborators, and suppliers and other third parties on which Regeneron relies, Regeneron’s and its collaborators’ ability to continue to conduct research and clinical programs, Regeneron’s ability to manage its supply chain, net product sales of products marketed or otherwise commercialized by Regeneron and/or its collaborators or licensees (collectively, “Regeneron’s Products”), and the global economy; the nature, timing, and possible success and therapeutic applications of Regeneron’s Products and product candidates being developed by Regeneron and/or its collaborators or licensees (collectively, “Regeneron’s Product Candidates”) and research and clinical programs now underway or planned, including without limitation EYLEA® (afibercept) Injection, Dupixent® (dupilumab), Libtayo® (cemiplimab), Praluent® (alirocumab), Kevzara® (sarilumab), Evkeeza® (evinacumab), Inmazole® (atoltivimab, maftivimab, and odesivimab-ebgn), REGEN-COV® (casirivimab and imdevimab), afibercept 8 mg, fasinumab, pozelimab, odronextamab, itepekimab, REGN5458, REGN5713-5714-5715, REGN1908-1909, Regeneron’s other oncology programs (including its costimulatory bispecific portfolio), Regeneron’s and its collaborators’ earlier-stage programs, and the use of human genetics in Regeneron’s research programs; the likelihood and timing of achieving any of Regeneron’s anticipated development and production milestones; safety issues resulting from the administration of Regeneron’s Products and Regeneron’s Product Candidates in patients, including serious complications or side effects in connection with the use of Regeneron’s Products and Regeneron’s Product Candidates in clinical trials; the likelihood, timing, and scope of possible regulatory approval and commercial launch of Regeneron’s Product Candidates and new indications for Regeneron’s Products, including without limitation those listed above; the extent to which the results from the research and development programs conducted by Regeneron and/or its collaborators may be replicated in other studies and/or lead to advancement of product candidates to clinical trials, therapeutic applications, or regulatory approval; ongoing regulatory obligations and oversight impacting Regeneron’s Products, research and clinical programs, and business, including those relating to patient privacy; determinations by regulatory and administrative governmental authorities which may delay or restrict Regeneron’s ability to continue to develop or commercialize Regeneron’s Products and Regeneron’s Product Candidates; competing drugs and product candidates that may be superior to, or more effective than, Regeneron’s Products and Regeneron’s Product Candidates; uncertainty of market acceptance and commercial success of Regeneron’s Products and Regeneron’s Product Candidates and the impact of studies (whether conducted by Regeneron or others and whether mandated or voluntary) or recommendations and guidelines from governmental authorities and other third parties on the commercial success of Regeneron’s Products and Regeneron’s Product Candidates; the ability of Regeneron to manufacture and manage supply chains for multiple products and product candidates; the ability of Regeneron’s collaborators, licensees, suppliers, or other third parties (as applicable) to perform manufacturing, filling, finishing, packaging, labeling, distribution, and other steps related to Regeneron’s Products and Regeneron’s Product Candidates; the availability and extent of reimbursement of Regeneron’s Products from third-party payors, including private payor healthcare and insurance programs, health maintenance organizations, pharmacy benefit management companies, and government programs such as Medicare and Medicaid; coverage and reimbursement determinations by such payors and new policies and procedures adopted by such payors; unanticipated expenses; the costs of developing, producing, and selling products; the ability of Regeneron to meet any of its financial projections or guidance, and changes to the assumptions underlying those projections or guidance; the potential for any license or collaboration agreement, including Regeneron’s agreements with Sanofi, Bayer, and Teva Pharmaceutical Industries Ltd. (or their respective affiliated companies, as applicable), as well as Regeneron’s agreement with Roche relating to the casirivimab and imdevimab antibody cocktail (known as REGEN-COV in the United States and Ronapreve™ in other countries), to be cancelled or terminated; and risks associated with intellectual property of other parties and pending or future litigation relating thereto (including without limitation the patent litigation and other related proceedings relating to EYLEA, Dupixent, Praluent, and REGEN-COV), other litigation and other proceedings and government investigations relating to the Company and/or its operations, the ultimate outcome of any such proceedings and investigations, and the impact any of the foregoing may have on Regeneron’s business, prospects, operating results, and financial condition. A more complete description of these and other material risks can be found in Regeneron’s filings with the U.S. Securities and Exchange Commission, including its Form 10-K for the fiscal year ended December 31, 2021, including in the section thereof captioned “Item 1A. Risk Factors.” Any forward-looking statements are made based on management’s current beliefs and judgment, and the reader is cautioned not to rely on any forward-looking statements made by Regeneron. Regeneron does not undertake any obligation to update (publicly or otherwise) any forward-looking statement, whether as a result of new information, future events, or otherwise.



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