








OUR GOALS AND PROGRESS

STRATEGY PILLAR	GOALS	2022 PROGRESS	SDG
Improving The Lives of People with Serious Diseases	Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&D.	<ul style="list-style-type: none"> • Reinvested \$3.6B of revenues into our R&D efforts • Advanced our <u>clinical pipeline</u> of approximately 35 investigational medicines • Continued to advance our investigational clinical development programs in wet age-related macular degeneration (wAMD) and diabetic macular edema (DME), for which we shared positive clinical trial results this year • Shared initial clinical data for a potentially first-in-class investigational costimulatory bispecific antibody in prostate cancer, as well as first clinical data for two investigational bispecific antibodies in solid tumors 	 
	Identify genetic insights that will support the discovery and advancement of tomorrow's medicines through our Regeneron Genetics Center (RGC).	<ul style="list-style-type: none"> • Reached ~2 million collaboration participant exomes sequenced by RGC • Reached 150,000 non-European participant exomes sequenced by RGC • Surpassed 120 unique RGC collaborations in 23 countries 	
	Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.	<ul style="list-style-type: none"> • Engaged with 184 patient advocacy and professional societies across 38 diseases to address patient needs • Supported disease awareness, diagnosis and treatment initiatives, including new online resources for patients with lung cancer and eczema and their families • Continued our support of the Elevating Cancer Initiative to close gaps in healthcare in underserved communities 	

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Improving The Lives of People with Serious Diseases	Set fair, value-based prices for our medicines and break down barriers to patient access.	<ul style="list-style-type: none"> Maintained 0 price increases for <u>EYLEA (afibercept)</u> since its approval in 2011 despite significant ongoing R&D investment Provided financial assistance support to 900,000 eligible patients¹ Provided free medicine to ~60,000 eligible patients through our patient assistance programs,¹ a value of \$1.5 billion² Engaged public health agencies, government and non-governmental agencies and others in our industry to facilitate continued access to our Ebola treatment in low- and middle-income countries (LMICs) 	 
Fostering a Culture of Integrity & Excellence	Cultivate a leading employee experience that is rooted in our unique science-driven culture.	<ul style="list-style-type: none"> Maintained highly engaged workforce with 87% of employees saying Regeneron is a great place to work in our annual employee experience and inclusion survey Fostered employee retention rate of 91% 	 
	Increase representation of diverse individuals in leadership and foster inclusion across our organization.	<ul style="list-style-type: none"> Made progress towards our goal, with our leadership (VP and above) comprised of 33% women globally and 22% people of color³ (U.S. only), marking a respective increase of 4% and 3% from 2021 Fostered inclusive culture with 77% of colleagues feeling a sense of belonging at Regeneron Launched Inclusive Leadership Program, with 80 senior leaders participating in inaugural year 	
	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; More than 99%⁴ of eligible colleagues completed our annual Code of Conduct training Received no substantiated complaints concerning breaches of data privacy from individuals or data protection authorities Launched our global data analytics platform to help us further track and uncover potential compliance risks 	

NOTES







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

² Based on 2022 year-end wholesale acquisition cost.

³ Disclosed percentages are based on full-time employees in the U.S. who disclose race or ethnicity. The denominator excludes those who do not disclose such information.

⁴ As of March 2023.

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Fostering a Culture of Integrity & Excellence	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 Industrial Operations and Product Supply (IOPS) group's Simple Logical Improvements Matter program, with 100% of IOPS employees submitting and implementing a total of 4,300 improvements 	  
	Make Regeneron the safest part of people's day by focusing on prevention in our drive toward zero incidents.	<ul style="list-style-type: none"> Total recordable incident rate (TRIR) of 0.94; lost-time injury rate (LTIR) of 0.28; and days away, restricted or transferred (DART) of 0.61 	
Building Sustainable Communities	✓ Drive employee volunteer levels above national standards.	<ul style="list-style-type: none"> Achieved employee volunteer rate of 57% - more than double the national average of 22%¹ Hit a record volunteer participation level for our annual Day for Doing Good with more than 6,000 colleagues contributing nearly 20,000 hours of service 	  
	Foster the next generation of scientific innovators by providing STEM (Science, Technology, Engineering and Math) experiences to 2.5 million students.	<ul style="list-style-type: none"> Provided STEM experiences to ~1.7 million students since 2020 Continued our \$100-million, 10-year title sponsorship of Regeneron Science Talent Search and \$24-million, five-year title sponsorship of Regeneron International Science and Engineering Fair Continued to invest more than \$3.1 million annually to advance STEM equity, including funding the Society for Science's STEM outreach and equity programs 	





NOTES

¹ Point of Light 2022 Study

✓ Achieved goal



OUR GOALS AND PROGRESS

Our environmental goal: Achieve our environmental targets to help protect and restore the planet

CATEGORY	TARGET	2022 PROGRESS	SDG
Building Sustainable Communities	Achieve our environmental targets to help protect and restore the planet.	<ul style="list-style-type: none"> • See below for progress against our environmental targets 	  
Energy & Emissions	By 2021, engage our top 30 suppliers, representing ~50% of spend, to gather and report relevant Scope 3 greenhouse gas (GHG) emissions data.	<ul style="list-style-type: none"> • Engaged supply chain experts to inform our approach to supplier engagement on GHG emissions • Prepared to meet target in 2023; Regeneron joined the CDP Supply Chain program, which helps companies engage their suppliers annually to gather relevant environmental data 	
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> • Conducted an enterprise-wide assessment to better understand the key drivers of our GHG emissions and forecast reductions needed to meet our existing targets and prepare for future 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 14% compared to 2016 • Developed enterprise-wide action plan that outlined key interventions to achieve our target 	
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> • Introduced 188 kW of renewable hydropower at our Sleepy Hollow, New York, campus, through New York State's ReCharge NY initiative • Added 439 MWh of renewable electricity at our owned U.S. sites 	

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Environmental Targets

CATEGORY	TARGET	2022 PROGRESS	SDG
Energy & Emissions	<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 	
Waste	<p>✓ By 2021, achieve zero waste-to-landfill status at all Regeneron sites.²</p>	<ul style="list-style-type: none"> Continued to divert 100% of waste from landfill 	
	<p>✓ By 2021, compost food waste at all sites with more than 2,000 employees.</p>	<ul style="list-style-type: none"> Achieved food waste composting at 100% of our sites with more than 2,000 employees 	
	<p>By 2025, develop and implement waste management plans to further increase our plastic recycling and reduce hazardous waste generation.</p>	<ul style="list-style-type: none"> Conducted laboratory waste assessments at our R&D labs, resulting in a 20% reduction of hazardous waste per lab employee Installed a waste neutralization system at our New York manufacturing site to capture effluents containing hazardous waste 	

NOTES

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

² Excludes construction and demolition waste.

✓ Achieved goal.

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Water	By 2025, improve water efficiencies by implementing a global water mapping strategy and water stewardship program.	<ul style="list-style-type: none">• Saved almost 9 million liters of water by implementing process improvements to the water for injection lifecycle at our Irish manufacturing site	