



DATA SUMMARY

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SCIENCE & INNOVATION

	2020	2021	2022	2023
Total Approved Medicines in the United States and/or Other Countries	9 ⁴³	10	10	12
Approvals for Additional Indications and Populations for Existing Products	2	5	4	13 ⁴⁴
Investment in Research & Development (U.S. Dollars [USD], Millions)⁴⁵	\$2,647	\$2,860	\$3,593	\$4,439
Number of Investigational Clinical-Stage Candidates	30	30	~35	~35
Cumulative Number of Exomes Sequenced by Regeneron Genetic Center (Millions)	1.4	~2	~2	~2.3

GOVERNANCE

	2020	2021	2022	2023
Board Size	12	12	13	13
Number of Independent Directors on Board	9	9	10	10
Independent Directors on Board (%)	75%	75%	77%	77%
Number of POC Members on Board⁴⁶	4	4	4	4
POC Members on Board (%)⁴⁷	33%	33%	31%	31%
Number of Women on Board	3	3	3	4
Women on Board (%)⁴⁸	25%	25%	23%	31%

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

43. As of February 2021. 44. Approvals received in 2023 and 2024 to date from regulatory authorities in the United States, EU and Japan. 45. Certain prior year amounts have been reclassified to conform to the current year's presentation. 46. Diverse by race or ethnicity. 47. 60% of our independent directors are diverse by gender, race or ethnicity. 48. 40% of our independent directors are female.

SOCIAL

WORKFORCE	2020	2021	2022	2023
Total Employees	9,123	10,368	11,851	13,450
Full-Time Employees	N/A	N/A	99.9%	99.9%
Part-Time Employees	N/A	N/A	0.1%	0.1%
Employee Engagement Rate⁴⁹	92%	88%	87%	88%

GLOBAL WORKFORCE BY GENDER	2020		2021		2022		2023	
	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men
Leadership (VP+)	25%	75%	29%	71%	33%	67%	33%	67%
Management	49%	51%	50%	50%	50%	50%	51%	49%
Total Global Workforce	49%	51%	49%	51%	50%	50%	50%	50%

GLOBAL WORKFORCE BY AGE	2020	2021	2022	2023
Under 30 Years Old	26%	25%	23%	21%
30-50 Years Old	55%	56%	56%	57%
Over 50 Years Old	19%	20%	21%	21%

PEOPLE OF COLOR (POC) IN U.S. WORKFORCE ⁵⁰	2020		2021		2022		2023	
	% POC	% White	% POC	% White	% POC	% White	% POC	% White
Leadership (VP+)	18%	82%	19%	81%	22%	78%	21%	79%
Management	33%	67%	33%	67%	36%	64%	37%	63%
Total U.S. Workforce	32%	68%	31%	69%	34%	66%	35%	65%

TURNOVER RATES BY TYPE	2020	2021	2022	2023
Voluntary Turnover Rate	N/A	N/A	8.3%	5.4%
Involuntary Turnover Rate	N/A	N/A	0.7%	1.0%
Total Turnover Rate	N/A	N/A	9.0%	6.4%

OCCUPATIONAL HEALTH AND SAFETY	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)	0.45	0.72	0.94	0.72
Lost Time Injury Rate (LTIR)	0.08	0.11	0.28	0.30
Days Away, Restricted or Transferred (DART)	0.19	0.46	0.61	0.45
Fatalities	0	0	0	0
TRIR by Incident Type (%)				
Ergonomic	36%	53%	26%	35%
Abrasions/Bites/Sharps ⁵¹	23%	9%	7%	9%
Slip/Trip/Fall	16%	16%	11%	18%
Chemical/Biological Exposure	7%	3%	8%	3%
Motor Vehicle	5%	1%	2%	1%
Struck By or Against	5%	11%	12%	6%
Possible Allergic Reaction	5%	1%	1%	4%
Hot Surface/Temperature Extremes	0%	1%	1%	1%
Caught in Between	0%	1%	3%	5%
Illness	0%	1%	29%	14%
Other	0%	1%	1%	4%

COMMUNITY INVOLVEMENT	2020	2021	2022	2023
Cash Contributions (USD, Millions)	\$12	\$16.5	\$19	\$21
In-Kind Contributions (USD, Millions)⁵²	\$466	\$859	\$1,519	\$2,270
Employee Volunteer Time Value (USD, Millions)	\$2.1	\$1.5	\$1.9	\$2.2
Employee Volunteer Rate	37%	42%	57%	55%

As of December 31, of the applicable year, unless noted otherwise. Percentages may not total to 100% due to rounding.

49. Percentage of Regeneron colleagues who said Regeneron is a great place to work in our annual engagement survey. 50. Disclosed percentages are based on full-time employees in the United States who disclose race or ethnicity. The denominator excludes those who do not disclose such information. 51. This covers the Occupational Safety and Health Administration (OSHA) categories of needlestick sharps, animal bites, abraded/punctured/scratched/laceration. 52. Includes product donations that are valued at wholesale acquisition cost.

ENVIRONMENTAL

The recommended disclosures of the TCFD informed this data. For more information, please see our [2023 TCFD Report](#) and [2023 CDP Climate Response](#).

GREENHOUSE GAS (GHG) EMISSIONS	2020	2021	2022	2023
Total GHG Emissions (Scopes 1, 2 and 3)⁵³	849,799	913,861	783,542	972,376
Scope 1 (Metric Tons CO₂e)	58,200	64,800	65,800	69,600
Scope 2 – Location-Based (Metric Tons CO₂e)	33,200	38,100	46,400	53,100
Scope 2 – Market-Based (Metric Tons CO₂e)	22,900	27,300	28,500	29,900
Scope 3 (Metric Tons CO₂e)	768,699	821,761	689,242	872,876
Purchased Goods and Services (Category 1)	480,500	466,700	588,291	660,589
Capital Goods (Category 2)	259,800	320,700	35,830	115,843
Fuel- and Energy-Related (Category 3)	19,100	20,600	35,502 ⁵⁴	39,335
Waste Generated in Operations (Category 5)	320	370	5,669	4,957
Business Travel (Category 6)	1,793	866	8,041	21,793
Employee Commuting (Category 7)	7,186	12,525	15,909	30,359
Scope 1 and 2 Emissions Intensity – Market-Based (Metric Tons CO₂e Per Square Meter)⁵⁵	0.22	0.25	0.21	0.19

ENERGY	2020	2021	2022	2023
Electricity Consumption (kWh)	164,000,000	195,000,000	193,200,000	205,800,000
Renewable Electricity Usage (%)	20%	20%	20%	22%

WASTE GENERATED⁵⁴	2020	2021	2022	2023
Total Waste Generated (Metric Tons)	6,210	6,770	8,200	7,360
Non-Hazardous Waste (Metric Tons)	5,160	5,520	6,790	5,980
Recycled (%)	26%	25%	32%	27%
Waste to Energy (%)	70%	71%	61%	65%
Composted (%)	2%	0.2%	4%	5%
Incinerated/Physicochemical Treatment (%)	2%	4%	3%	2%
Landfill (%)	0%	0%	0%	1%
Hazardous Waste (Metric Tons)	1,050	1,250	1,410	1,380
Waste to Energy (%)	70%	74%	60%	59%
Incinerated/Physicochemical Treatment (%)	20%	19%	35%	36%
Recycled (%)	10%	6%	5%	5%
Landfill (%)	0%	0%	0%	0%

WASTE DIVERSION⁵⁶	2020	2021	2022	2023
Waste Diverted from Landfill	100%	100%	100%	99%

WATER	2020	2021	2022	2023
Total Water Usage (Megaliters)	2,054	2,223	2,120	1,860

As of December 31, of the applicable year, unless noted otherwise. Percentages may not total to 100% due to rounding.

53. Regeneron continues to expand its disclosure across Scope 3 categories. Total emissions reflect sum of Scope 3 categories disclosed. 54. In the 2022 inventory, T&D Grid loss was overstated for all Scope 2 electricity consumed at U.S. sites. The U.S. grid loss percentage of 5.3% was not applied to grid loss emissions resulting in an overstatement of T&D Grid Loss emissions for this category. Regeneron has restated this value in the 2023 inventory report in order to properly account for FERA emissions and track the growth of those emissions year-over-year. 55. Historical Scope 1 and Scope 2 (market-based) emissions intensity was revised for 2020 – 2022 to account for updated square meters for our global operations. 56. Waste figures exclude construction and demolition waste.