

# GOALS & PROGRESS

Regeneron’s 2025 responsibility goals reflect our mission to bring important new medicines to people with serious diseases. We have aligned our goals with the United Nation’s Sustainable Development Goals (UN SDGs), which represent a global agenda to address the most pressing challenges facing our world.

We recognize the urgency of this global initiative and have identified five SDGs where we can deliver the most impact. See below for our progress in 2023 and how these SDGs align to our strategic pillars.

## Focusing on Five SDGs for Impact



### Improving the Lives of People with Serious Diseases



GOALS	2023 PROGRESS
<p><b>Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&amp;D.</b></p>	<ul style="list-style-type: none"> <li>Reinvested \$4.4B (34%) of revenues into our R&amp;D efforts</li> <li>Advanced our clinical pipeline of ~35 investigational medicines</li> <li>Received two new medicine approvals and 13 approvals for additional indications and populations for existing products from U.S., EU or Japanese regulatory authorities</li> </ul>
<p><b>Identify genetic insights that will support the discovery and advancement of tomorrow’s medicines through our RGC.</b></p>	<ul style="list-style-type: none"> <li>Sequenced ~2.3M collaboration participant exomes through RGC, including 500,000 non-European participant exomes as part of our commitment to increase genetic research in underrepresented populations</li> <li>Launched one of our largest genomics collaborations to date, <a href="#">Together for CHANGE™</a> (Changing Healthcare for People of African Ancestry through an InterNational Genomics &amp; Equity), intended to build the most expansive African ancestry genomics research database in history</li> </ul>
<p><b>Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.</b></p>	<ul style="list-style-type: none"> <li>Engaged with &gt;200 patient advocacy and professional societies across 40 diseases to address patient needs</li> <li>Supported disease awareness, diagnosis and treatment initiatives to raise awareness of signs and symptoms, screening options and importance of treatment</li> </ul>
<p><b>Set fair, value-based prices for our medicines and break down barriers to patient access.</b></p>	<ul style="list-style-type: none"> <li>Secured prequalification of our <i>Zaire ebolavirus</i> treatment by the World Health Organization (WHO). The first Ebola treatment to be prequalified by the WHO. This is an important step in facilitating greater access in low- and lower-middle-income countries most at risk for Ebola outbreaks</li> <li>Provided support to &gt;1M eligible patients,<sup>16</sup> including giving medicine at no cost to &gt;80,000 eligible patients, through our patient assistance programs, a value of ~\$2.2B<sup>17</sup></li> </ul>

16. Regeneron patient assistance programs are limited to patients living in U.S. states and territories. 17. Based on 2023 year-end wholesale acquisition cost.

## Fostering a Culture of Integrity & Excellence



GOALS	2023 PROGRESS
<p><b>Cultivate a leading employee experience that is rooted in our unique science-driven culture.</b></p>	<ul style="list-style-type: none"> <li>Maintained highly engaged workforce with 88% of colleagues saying Regeneron is a great place to work</li> <li>Fostered retention rate of 94%, up from 91% in 2022</li> </ul>
<p><b>Increase representation of diverse individuals in leadership and foster inclusion across our organization.</b></p>	<ul style="list-style-type: none"> <li>Demonstrated measurable diverse representation increases in leadership (vice president and above), comprising 33% women globally and 21% people of color (United States only), a respective increase of 8% and 3% from 2020 baseline</li> <li>Expanded Inclusive Leadership Program to 600 participants, including 450 people managers</li> </ul>
<p><b>Be vigilant in ensuring integrity remains at the core of how we operate.</b></p>	<ul style="list-style-type: none"> <li>Reinforced our high ethical standards through comprehensive programs and trainings; &gt;99%<sup>18</sup> of eligible colleagues completed our annual Code of Business Conduct and Ethics training</li> <li>Expanded Ethics &amp; Integrity @ Work Day globally with &gt;4,000 participants</li> <li>Received no substantiated complaints concerning breaches of data privacy from individuals or data protection authorities</li> </ul>
<p><b>Implement continuous improvements to uphold our high-quality, safe and reliable product supply.</b></p>	<ul style="list-style-type: none"> <li>Sustained our high product quality and safety standards, maintaining zero product recalls as a result</li> <li>Implemented &gt;4,500 continuous improvements through our IOPS group's Simple Logical Improvements Matter (SLIM) program</li> </ul>
<p><b>Make Regeneron the safest part of people's day by focusing on prevention in our drive toward zero incidents.</b></p>	<ul style="list-style-type: none"> <li>Achieved 0.72 total recordable incident rate (TRIR) compared to 0.94 in 2022</li> <li>Achieved 0.45 days away, restricted or transferred (DART) compared to 0.61 in 2022</li> </ul>

## Building Sustainable Communities






GOALS	2023 PROGRESS
<p><b>Drive employee volunteer levels above national standards.</b></p>	<ul style="list-style-type: none"> <li>Achieved global volunteer rate of 55%, nearly three times the U.S. national average of 19.8%<sup>19</sup></li> <li>Engaged 6,800 colleagues in volunteer activities during our annual Day for Doing Good, contributing &gt;23,000 hours of service</li> </ul>
<p><b>Foster the next generation of scientific innovators by providing STEM experiences to 2.5M students.</b></p>	<ul style="list-style-type: none"> <li>Provided Regeneron-sponsored STEM experiences to ~2.4M students since 2020</li> <li>Increased and extended our commitment as the title sponsor of the <a href="#">Regeneron ISEF</a> with a total investment of ~\$34M over a five-year period</li> <li>Launched five-year, \$5M strategic investment to bolster the STEM ecosystem in Nashville, Tennessee, to support our commitment to the Together <i>for</i> CHANGE initiative</li> </ul>
<p><b>Achieve our environmental targets to help protect and restore the planet.</b></p>	<ul style="list-style-type: none"> <li>See below for progress against our environmental targets</li> </ul>

18. As of March 2024. 19. The average percentage of employee volunteering can be found in CECP [2023 Giving in Numbers Report](#).

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

CATEGORY	TARGET	2023 PROGRESS
<b>Energy and Emissions</b> 	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"> <li>Engaged more than 50 suppliers on GHG emissions data and completed our first year in the CDP Supply Chain program</li> <li>Enhanced the precision of our Scope 3 inventory by including supplier-specific data</li> </ul>
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> <li>Postponed setting science-based targets as we refine our climate action plan to reflect our growing business and changes to the science-based targets criteria</li> </ul>
	By 2025, reduce our combined Scope 1 and 2 (market-based) GHG emissions per square meter by 30% based on a 2016 peak baseline.	<ul style="list-style-type: none"> <li>Reduced 49% in combined Scope 1 and 2 (market-based) GHG emissions per square meter<sup>57</sup></li> </ul>
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> <li>Added 6,629 MWh of renewable electricity at our global sites</li> </ul>
	By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.	<ul style="list-style-type: none"> <li>Achieved 22% renewable electricity</li> <li>Maintained 100% renewable electricity at Irish production site</li> </ul>
	By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.	
<b>Waste</b> 	By 2021, achieve zero waste-to-landfill status at all Regeneron sites.	<ul style="list-style-type: none"> <li>Diverted 99% of waste from landfill, with a small amount of non-hazardous waste disposed via landfill at two non-manufacturing sites. We will work with our waste management partners to resume our zero waste-to-landfill status</li> </ul>
	By 2021, compost food waste at all sites with more than 2,000 colleagues.	<ul style="list-style-type: none"> <li>Maintained food waste composting at 100% of our sites with over 2,000 colleagues</li> </ul>
	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"> <li>Conducted 33 R&amp;D lab waste assessments</li> <li>Launched pilot to recycle hard-to-recycle single-use plastics in our R&amp;D labs, recycling 3,864 pounds</li> <li>Recycled 9 tons of single-use plastic gloves at our IOPS New York site, earning 2023 “Greenovation” Award from Kimberly-Clark</li> </ul>
<b>Water</b> 	By 2025, improve water efficiencies by implementing a global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> <li>Completed a water mapping exercise at our IOPS New York site and identified efficiency opportunities to reduce 74 million gallons of water. By the end of the year, we had achieved 65% of the identified opportunities</li> <li>Introduced improvements to our Water for Injection (WFI) process at our IOPS Ireland site, saving more than 20 million liters of water to date</li> </ul>

57. Relative to 2016 peak baseline.