

2020 ESG DATA SUMMARY

PUBLISHED APRIL 2021

SCIENCE AND INNOVATION

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	2018	2019	2020
Total FDA-approved Treatments	7	7	9 ¹
Investment in Research & Development (USD, millions) ²	\$1,469	\$2,450	\$2,735
Number of Investigational Clinical-Stage Candidates	21	20	30
Number of Exomes Sequenced by Regeneron Genetic Center	500,000 ³	1,000,000 ⁴	1,400,000 ⁵

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

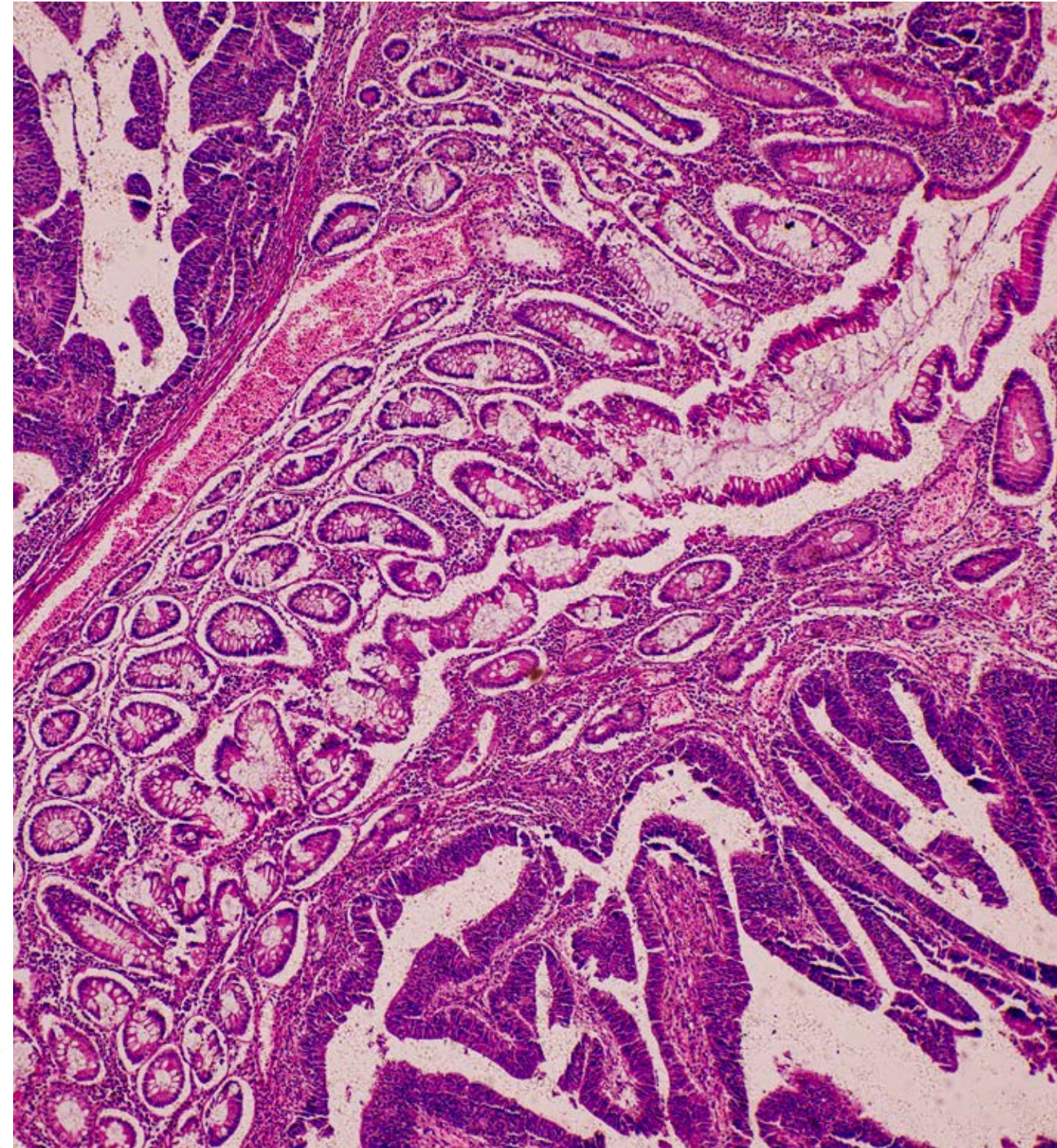
¹ As of February 2021.

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.

³ As of January 2019.

⁴ As of February 2020.

⁵ As of March 2021.



SOCIAL

WORKFORCE	2018	2019	2020
Total Employees	7,383	8,114	9,123
Global Workforce by Gender			
Female	48%	49%	49%
Male	52%	51%	51%
Global Workforce by Age¹			
Under 30 Years Old	25%	25%	26%
30–50 Years Old	58%	58%	55%
Over 50 Years Old	17%	18%	19%
Diversity of U.S. Workforce			
White	70%	69%	68%
Hispanic	6%	7%	7%
Black or African American	5%	5%	5%
Asian	17%	17%	18%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%
American Indian or Alaskan Native	0.1%	0.1%	0.1%
Two or more races	2%	2%	2%
Percentage of Women in Leadership Positions (VP Level and Above)			
Female	24%	24%	25%
People of Color (U.S. only)	16%	16%	19%
Retention Rate	93%	92%	94%
Voluntary Turnover Rate	N/A	7%	5%
Employee Engagement Rate²	89%	89%	92%

OCCUPATIONAL HEALTH AND SAFETY	2018	2019	2020
Total Recordable Incident Rate (TRIR)	0.98³	0.68	0.45
Lost Time Injury Rate (LTIR)	0.28	0.24	0.08
Days Away, Restricted or Transferred (DART)	0.38	0.34	0.19
Fatalities	0	0	0
TRIR Accident Type (%)			
Ergonomic Related	N/A	43%	36%
Abrasions/Bites/Sharps ⁴	N/A	17%	23%
Slip/Trip/Fall	N/A	15%	16%
Chemical Exposure	N/A	0%	7%
Motor Vehicle	N/A	12%	5%
Struck By/Against	N/A	7%	5%
Possible Allergic Reaction	N/A	3%	5%
Other	N/A	3%	0%

COMMUNITY INVOLVEMENT	2018	2019	2020
Cash Contributions (USD, millions)	\$12.9	\$19.2	\$12
In-kind Contributions (USD, millions)⁵	\$57	\$266	\$466
Employee Time Contributions (USD, millions)	\$1.2	\$1.5	\$2.1
Employee Volunteer Rate	61%	59%	37%

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

N/A = Not available.

¹ 2019 percentages sum to more than 100% due to rounding.

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

³ The 2018 TRIR has been updated due to an incident that occurred in 2018 but was reported in 2019.

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

⁵ Includes product donations which are valued at wholesale acquisition cost.

ENVIRONMENTAL

The recommended disclosures of the Task Force on Climate-related Financial Disclosures (TCFD) informed this data. For more information, please see the [Regeneron 2020 TCFD Report](#), Regeneron's 2020 CDP [Climate Change](#) and [Water Security](#) responses and our [website](#).

GREENHOUSE GAS EMISSIONS

	2018	2019	2020
Total GHG Emissions (Scopes 1+2+3)¹	480,571	640,050	849,799
Scope 1 (metric tons CO₂e)	58,200	57,500	58,200
Scope 2 – Location-Based (metric tons CO₂e)	41,400	36,500	33,200
Scope 2 – Market-Based (metric tons CO₂e)	27,800	22,700	22,900
Scope 3 (metric tons CO₂e)¹	394,571	559,850	768,699
Purchased Goods and Services (Category 1)	213,700	346,100	480,500
Capital Goods (Category 2)	124,400	158,700	259,800
Fuel-and-Energy-Related Activities (Category 3)	22,800	21,700	19,100
Waste Generated in Operations (Category 5)	350	470	320
Business Travel (Category 6)	10,121	11,380	1,793
Employee Commuting (Category 7)	23,200	21,500	7,186
Scope 1+2 Emissions Intensity – Market-Based (metric tons CO₂e per square meter)	0.3	0.27	0.27

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

N/A = Not available.

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.

ENERGY

	2018	2019	2020
Electricity Consumption (kWh)	154,000,000	152,000,000	164,000,000
Renewable Energy Usage (%)	N/A	20%	20%

WASTE GENERATED²

	2018	2019	2020
Total Waste Generated (metric tons)	10,860	6,730	6,210
Non-Hazardous Waste (metric tons)	9,810	5,740	5,160
Recycled (%)	51%	22%	26%
Waste to Energy (%)	41%	71%	70%
Composted (%)	3%	3.3%	2%
Incinerated/Physicochemical Treatment (%)	3%	3.5%	2%
Landfill (%)	2%	2%	0%
Hazardous Waste (metric tons)	1,050	990	1,050
Waste to Energy (%)	66%	72.7%	70%
Incinerated/Physicochemical Treatment (%)	30%	20.2%	20%
Recycled (%)	4%	7.1%	10%
Landfill (%)	0%	0% ³	0%

WASTE DIVERSION²

	2018	2019	2020
Waste Diverted from Landfill	98%	99.99%	100%

WATER⁴

	2018	2019	2020
Total Water Usage (megaliters)	1,570	1,952	2,054

GOVERNANCE

BOARD COMPOSITION

	2018	2019	2020
Board Size	12	12	12
Number of Independent Directors	9	9	9
Independent Directors on Board (%)	75%	75%	75%
Number of Diverse Board Members ¹	5	5	5
Percentage of Diverse Members on Board	42%	42%	42% ²
Number of Women on Board	3	3	3
Women on Board (%)	25%	25%	25% ³

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.

