

DATA SUMMARY

Science & Innovation

	2024	2023	2022	2021	2020
Total Medicines Approved in the U.S. and/or Other Countries	13	12	10	10	9 ¹
Approvals for Additional Indications or Populations for Existing Products	12	8	4	5	2
Investment in R&D (USD, Millions) ²	\$5,132	\$4,439	\$3,593	\$2,860	\$2,647
Number of Clinical-Stage Product Candidates	~40	~35	~35	30	30
Cumulative Number of Exomes Sequenced by RGC (Millions)	~2.7	~2.3	~2	~2	1.4

Governance

BOARD COMPOSITION

	2024	2023	2022	2021	2020
Number of Directors on Board	13	13	13	12	12
Number of Independent Directors	11	10	10	9	9
Independent Directors on Board (%)	85%	77%	77%	75%	75%

Social

WORKFORCE

	2024	2023	2022	2021	2020
Total Employees	15,106	13,450	11,851	10,368	9,123
Full-Time Employees	99.9%	99.9%	99.9%	N/A	N/A
Part-Time Employees	0.1%	0.1%	0.1%	N/A	N/A
Employee Engagement Rate ³	88%	88%	87%	88%	92%

GLOBAL WORKFORCE BY GENDER

	2024		2023		2022		2021		2020	
	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men
Leadership (VP+)	32%	68%	33%	67%	33%	67%	29%	71%	25%	75%
Management	51%	49%	51%	49%	50%	50%	50%	50%	49%	51%
Total Global Workforce	50%	50%	50%	50%	50%	50%	49%	51%	49%	51%

GLOBAL WORKFORCE BY AGE

	2024	2023	2022	2021	2020
Under 30 Years Old	20%	21%	23%	25%	26%
30-49 Years Old	58%	57%	56%	56%	55%
50 Years and Older	22%	21%	21%	20%	19%

PEOPLE OF COLOR (POC) IN U.S. WORKFORCE⁴

	2024		2023		2022		2021		2020	
	% POC	% White	% POC	% White	% POC	% White	% POC	% White	% POC	% White
Leadership (VP+)	21%	79%	21%	79%	22%	78%	19%	81%	18%	82%
Management	38%	62%	37%	63%	36%	64%	33%	67%	33%	67%
Total U.S. Workforce	35%	65%	35%	65%	34%	66%	31%	69%	32%	68%

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

3. Percentage of Regeneron colleagues who said Regeneron is a great place to work in our annual engagement survey. 4. Based on full-time U.S. colleagues who disclose race or ethnicity. Denominator excludes those who do not disclose such information. 5. This covers the Occupational Safety and Health Administration (OSHA) categories of needlestick sharps, animal bites, abraded/punctured/scratched/laceration.

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

TURNOVER RATES BY TYPE

	2024	2023	2022	2021	2020
Voluntary Turnover Rate	4.6%	5.4%	8.3%	N/A	N/A
Involuntary Turnover Rate	1.4%	1.0%	0.7%	N/A	N/A
Total Turnover Rate	5.9%	6.4%	9.0%	N/A	N/A

OCCUPATIONAL HEALTH & SAFETY

	2024	2023	2022	2021	2020
Total Recordable Incident Rate (TRIR)	0.49	0.72	0.94	0.72	0.45
Lost Time Injury Rate (LTIR)	0.19	0.30	0.28	0.11	0.08
Days Away, Restricted or Transferred (DART)	0.28	0.45	0.61	0.46	0.19
Fatalities	0	0	0	0	0

TRIR by Incident Type (%)

Ergonomic	35%	35%	26%	53%	36%
Abrasions/Bites/Sharps ⁵	5%	9%	7%	9%	23%
Slip/Trip/Fall	21%	18%	11%	16%	16%
Chemical/Biological Exposure	13%	3%	8%	3%	7%
Motor Vehicle	7%	1%	2%	1%	5%
Struck By or Against	7%	6%	12%	11%	5%
Possible Allergic Reaction	0%	4%	1%	1%	5%
Hot Surface/Temperature Extremes	1%	1%	1%	1%	0%
Caught in Between	2%	5%	3%	1%	0%
Illness	1%	14%	29%	1%	0%
Other	8%	4%	1%	1%	0%

COMMUNITY INVOLVEMENT

	2024	2023	2022	2021	2020
Students Supported With a STEM Experience	885,033	671,680	600,944	558,026	533,064
Cash Contributions (USD, Millions)	\$25	\$21	\$19	\$16.5	\$12
In-Kind Contributions (USD, Millions) ⁶	\$3,356	\$2,270	\$1,519	\$859	\$466
Employee Volunteer Time Value (USD, Millions)	\$2.5	\$2.2	\$1.9	\$1.5	\$2.1
Employee Volunteer Rate	52%	55%	57%	42%	37%

Environmental

GREENHOUSE GAS (GHG) EMISSIONS

	2024	2023	2022	2021	2020
Total GHG emissions (scopes 1, 2 and 3)⁷	1,465,520	972,376	783,542	913,861	849,799
Scope 1 (Metric Tons CO₂e)	80,300	69,600	65,800	64,800	58,200
Scope 2 – Location-Based (Metric Tons CO₂e)	57,000	53,100	46,400	38,100	33,200
Scope 2 – Market-Based (Metric Tons CO₂e)	40,400	29,900	28,500	27,300	22,900
Scope 3 (Metric Tons CO₂e)	1,344,820	872,876	689,242	821,761	768,699
Purchased Goods and Services (Category 1)	1,106,777	660,589	588,291	466,700	480,500
Capital Goods (Category 2)	112,166	115,843	35,830	320,700	259,800
Fuel- and Energy-Related Activities (Category 3)	40,943	39,335	35,502	20,600	19,100
Upstream Transportation and Distribution (Category 4)	24,547	N/A	N/A	N/A	N/A
Waste Generated in Operations (Category 5)	6,766	4,957	5,669	370	320
Business Travel (Category 6)	31,411	21,793	8,041	866	1,793
Employee Commuting (Category 7)	22,189	30,359	15,909	12,525	7,186
Scope 1 and 2 Emissions Intensity – Market-Based (Metric Tons CO₂e Per Square Meter)⁸	0.21	0.22	0.23	0.25	0.22
Total Scope 1 and Scope 2 (Location-Based) Emissions (Metric Tons CO₂e)	137,300	122,700	112,200	102,900	91,400
Total Scope 1 and Scope 2 (Market-Based) Emissions (Metric Tons CO₂e)	120,700	99,500	94,300	92,100	81,100
Scope 1 Year Over Year % Change	15.3%	5.8%	1.7%	11.3%	N/A
Scope 2 (Location-Based) Year Over Year % Change	7.3%	14.3%	21.8%	14.8%	N/A
Scope 2 (Market-Based) Year Over Year % Change	35%	4.6%	4.7%	19.2%	N/A
Scope 1 + Scope 2 (Location-Based) Year Over Year % Change	11.9%	9.3%	9.1%	12.6%	N/A
Scope 1 + Scope 2 (Market-Based) Year Over Year % Change	21.3%	5.4%	2.6%	13.6%	N/A

ENERGY

	2024	2023	2022	2021	2020
Electricity Consumption (kWh)	225,000,000	205,800,000	193,200,000	195,000,000	164,000,000
Total Non-Renewable Electricity Consumption (kWh)	174,600,000	159,300,000	153,400,000	156,400,000	131,200,000
Renewable Energy Usage (%)	22%	22%	20%	20%	20%
Total Fuel Consumption (kWh)	399,200,000	351,100,000	335,100,000	334,800,000	302,700,000

WASTE GENERATED⁹

	2024	2023	2022	2021	2020
Total Waste Generated (Metric Tons)	8,650	7,360	8,200	6,770	6,210
Nonhazardous Waste (Metric Tons)	6,920	5,980	6,790	5,520	5,160
Recycled (%)	26%	27%	32%	25%	26%
Waste to Energy (%)	67%	65%	61%	71%	70%
Composted (%)	4%	5%	4%	0.2%	2%
Incinerated/Physicochemical Treatment (%)	4%	2%	3%	4%	2%
Landfill (%)	0.5%	1%	0%	0%	0%
Hazardous Waste (Metric Tons)	1,730	1,380	1,410	1,250	1,050
Waste to Energy (%)	49%	59%	60%	74%	70%
Incinerated/Physicochemical Treatment (%)	40%	36%	35%	19%	20%
Recycled (%)	10%	5%	5%	6%	10%
Landfill (%)	0.3%	0%	0%	0%	0%

WASTE DIVERSION

	2024	2023	2022	2021	2020
Waste Diverted From Landfill	99%	99%	100%	100%	100%

WATER¹⁰

	2024	2023	2022	2021	2020
Total Water Usage (Megaliters)	1,719	1,857	1,709	1,755	2,054

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

7. Regeneron continues to expand its disclosure across Scope 3 categories. Total emissions reflect sum of Scope 3 categories disclosed. 8. 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. 9. Waste figures exclude 1,095 metric tons of construction and demolition waste, of which 64% were recycled. 10. Total water usage data from 2021 to 2023 has been restated, reflecting methodological changes.