

ACHIEVING OUR 2025 RESPONSIBILITY GOALS¹

In 2020, we established our 2025 responsibility goals, centered on three focus areas to reflect our mission to bring important new medicines to people with serious diseases. Our goals, aligned with five of the United Nations Sustainable Development Goals (SDGs), represent a global agenda to address the most pressing challenges facing the world. Below is an overview of how we achieved nearly all these goals. We will continue to measure our progress against our new [2030 goals](#), based on our refreshed corporate responsibility strategy, in our next report.

Focusing on Five SDGs for Impact



IMPROVING THE LIVES OF PEOPLE WITH SERIOUS DISEASES	
Goal	2020-2025 Progress
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"> • \$24.5B invested in our R&D efforts • Nearly 50 product candidates in clinical development, a 50% increase compared to 2020 • 42 approvals for new indications or populations for existing products in the U.S., EU and Japan
Identify genetic insights that will support the discovery and advancement of tomorrow's medicines through Regeneron Genetics Center® (RGC).	<ul style="list-style-type: none"> • >3M total exomes sequenced and >860K total non-European participant exomes sequenced through RGC since its founding in 2013 • 150 cumulative unique RGC collaborations in 30 countries • 45 therapeutic programs started from novel RGC targets or known genes with novel RGC insights since its founding in 2013
Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.	<ul style="list-style-type: none"> • ~290 patient advocacy and professional societies engaged across 39 disease areas, a 150% increase compared to 2020 • ~230K people matched with local transportation options to help them get to their eye care appointments in support of ITNAmerica's Rides in Sight™ program
Set fair, value-based prices for our medicines and break down barriers to patient access.	<ul style="list-style-type: none"> • Nearly doubled the number of eligible patients supported through our patient support programs² • ~\$11.4B³ worth of medicine provided at no cost through our patient assistance programs⁴ • Announced we will donate up to 500 doses of our Ebola treatment to the World Health Organization (WHO) for use exclusively in low- and lower-middle-income countries



1. Baseline is 2020 unless otherwise noted. 2. Regeneron patient support programs are limited to patients living in the U.S. and U.S. territories. 3. Based on year-end wholesale acquisition cost. 4. Regeneron patient assistance programs are limited to patients living in U.S. states and territories.

FOSTERING A CULTURE OF INTEGRITY & EXCELLENCE



Goal	2020-2025 Progress
Cultivate a leading employee experience that is rooted in our unique science-driven culture.	<ul style="list-style-type: none"> • 93% average retention rate , compared to industry average of 80%⁵ • 87% of colleagues, on average, agreed Regeneron is a great place to work in our annual colleague experience surveys
Foster a welcoming culture that enables colleagues with different perspectives and backgrounds to thrive.	<ul style="list-style-type: none"> • 25% of job openings were filled by internal talent • >90% of our colleagues received at least one recognition via our employee recognition program, R³
Be vigilant in ensuring integrity remains at the core of how we operate.	<ul style="list-style-type: none"> • 99.6% of eligible colleagues completed our annual Code of Business Conduct and Ethics training in 2025 • 99% of Regeneron colleagues completed anti-bribery and anti-corruption (ABAC) training in 2025
Implement continuous improvements to uphold our high-quality, safe and reliable product supply.	<ul style="list-style-type: none"> • >24K improvements implemented through our IOPS Continuous Improvement program • >5.4K active suppliers monitored for ABAC risks in RiskCenter in 2025
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"> • 0.42 total recordable incident rate (TRIR), a 6% decrease compared to 2020

BUILDING SUSTAINABLE COMMUNITIES



Goal	2020-2025 Progress
Drive employee volunteer levels above national standards.	<ul style="list-style-type: none"> • >195K volunteer hours contributed by Regeneron colleagues, a total time value of ~\$12.5M — averaging a 49% annual workforce volunteer rate, more than double the average annual participation rate⁶
Foster the next generation of scientific innovators by providing STEM experiences to 2.5M students.	<ul style="list-style-type: none"> • >4M students provided with STEM experiences through Regeneron-supported community programs since 2020, surpassing our 2025 goal of 2.5M
Achieve our environmental targets to help protect and restore the planet.	<ul style="list-style-type: none"> • 46% reduction in combined Scope 1 and 2 (market-based) greenhouse gas (GHG) emissions per square meter • 52% of electricity consumption from certified renewable energy sources • 100% of our large sites composting food waste and diverting 99% of waste from landfill

5. Industry average is based on data of U.S. life sciences companies reported in Aon’s 2025 Salary Increase and Turnover Study. 6. The average percentage of employee volunteering is based on CECP [Giving in Numbers: 2025 Edition](#).

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



CATEGORY	TARGET	2020-2025 PROGRESS	PROGRESS BAR
Energy and Emissions	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"> 22% of Scope 3 GHG emissions calculated using supplier-specific data 51 suppliers engaged on GHG emissions data via CDP Supply Chain Program 	Achieved
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> We did not set science-based targets due to our rapid growth and the evolving landscape; looking ahead, we will focus on our new target to reduce combined Scope 1 and 2 GHG emissions by 15% by 2030 	Reset
	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"> 46% reduction in combined Scope 1 and 2 (market-based) GHG emissions per square meter 	Achieved
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> Added nearly 91,700 MWh of renewable electricity at our global sites 	Achieved
	By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.	<ul style="list-style-type: none"> 52% of electricity consumption from certified renewable energy sources 100% renewable electricity at IOPS Ireland site maintained 	Achieved
	By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.		
Waste	By 2021, achieve zero waste-to-landfill status at all Regeneron sites.	<ul style="list-style-type: none"> 99% waste diverted from landfill 	Nearly Achieved
	By 2021, compost food waste at all sites with more than 2,000 colleagues.	<ul style="list-style-type: none"> Achieved food waste composting at all of our sites with more than 2,000 colleagues in 2023 298% increase in our food waste composting compared to 2020 	Achieved
	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"> Approximately 10 tons of single-use latex and nitrile gloves recycled at our IOPS New York site, earning the Kimberly-Clark Greenovation Award for the fourth year in a row Continued to identify and implement initiatives to consolidate, minimize, recycle and reuse certain hazardous waste materials 	Nearly Achieved
Water	By 2025, improve water efficiencies by implementing a global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> Assessed water stress across our global operations; our sites are located in areas with low to extremely high baseline water stress Completed water use mapping at our R&D headquarters, establishing a 2024 baseline and identified improvement opportunities that we estimate will save 1.83M gallons of water annually 	Achieved