

DATA SUMMARY

SCIENCE & INNOVATION

	2025	2024	2023	2022	2021
Total Medicines Approved in the U.S. and/or Other Countries	13	13	12	10	10
Approvals for Additional Indications or Populations for Existing Products	11	12	8	4	5
Investment in R&D (USD, Billions) ¹	\$5.9	\$5.1	\$4.4	\$3.6	\$2.9
Number of Clinical-Stage Product Candidates	~50	~40	~35	~35	30
Cumulative Number of Exomes Sequenced by RGC (Millions)	~3.0	~2.7	~2.3	~2.0	~2.0

GOVERNANCE

BOARD COMPOSITION

	2025	2024	2023	2022	2021
Number of Directors on Board	13	13	13	13	12
Number of Independent Directors	11	11	10	10	9
Independent Directors on Board (%)	85%	85%	77%	77%	75%

1. Certain prior year amounts have been reclassified to conform to the current year's presentation.

SOCIAL

WORKFORCE	2025	2024	2023	2022	2021
Total Employees	15,410	15,106	13,450	11,851	10,368
Full-Time Employees	99.9%	99.9%	99.9%	99.9%	N/A
Part-Time Employees	0.1%	0.1%	0.1%	0.1%	N/A
Employee Engagement Rate ²	81%	88%	88%	87%	88%

GLOBAL WORKFORCE BY GENDER	2025		2024		2023		2022		2021	
	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men	% Women	% Men
Leadership (VP+)	36%	64%	32%	68%	33%	67%	33%	67%	29%	71%
Management	52%	48%	51%	49%	51%	49%	50%	50%	50%	50%
Total Global Workforce	50%	50%	50%	50%	50%	50%	50%	50%	49%	51%

GLOBAL WORKFORCE BY AGE	2025	2024	2023	2022	2021
Under 30 Years Old	17%	20%	21%	23%	25%
30-49 Years Old	59%	58%	57%	56%	56%
50 Years and Older	23%	22%	21%	21%	20%

PEOPLE OF COLOR (POC) IN U.S. WORKFORCE ³	2025		2024		2023		2022		2021	
	% POC	% White	% POC	% White	% POC	% White	% POC	% White	% POC	% White
Leadership (VP+)	21%	79%	21%	79%	21%	79%	22%	78%	19%	81%
Management	37%	63%	38%	62%	37%	63%	36%	64%	33%	67%
Total U.S. Workforce	35%	65%	35%	65%	35%	65%	34%	66%	31%	69%

TURNOVER RATES BY TYPE	2025	2024	2023	2022	2021
Voluntary Turnover Rate	5.7%	4.6%	5.4%	8.3%	7.1%
Involuntary Turnover Rate	1.7%	1.4%	1.0%	0.7%	0.6%
Total Turnover Rate	7.4%	5.9%	6.4%	9.0%	7.8%

OCCUPATIONAL HEALTH & SAFETY	2025	2024	2023	2022	2021
Total Recordable Incident Rate (TRIR)	0.42	0.49	0.72	0.94	0.72
Loss Time Injury Rate (LTIR)	0.22	0.19	0.30	0.28	0.11
Days Away, Restricted or Transferred (DART)	0.26	0.28	0.45	0.61	0.46
Fatalities	0	0	0	0	0

TRIR BY INCIDENT TYPE (%)	2025	2024	2023	2022	2021
Ergonomic	28%	35%	35%	26%	53%
Abrasions/Bites/Sharps ⁴	8%	5%	9%	7%	9%
Slip/Trip/Fall	28%	21%	18%	11%	16%
Chemical/Biological Exposure	6%	13%	3%	8%	3%
Motor Vehicle	5%	7%	1%	2%	1%
Struck By or Against	14%	7%	6%	12%	11%
Possible Allergic Reaction	4%	0%	4%	1%	1%
Hot Surface/Temperature Extremes	0%	1%	1%	1%	1%
Caught in Between	3%	2%	5%	3%	1%
Illness	1%	1%	14%	29%	1%
Other	4%	8%	4%	1%	1%

COMMUNITY INVOLVEMENT	2025	2024	2023	2022	2021
Students Supported With a STEM Experience	835,733	885,033	671,680	600,944	558,026
Cash Contributions (USD, Millions)	\$22	\$25	\$21	\$19	\$17
In-Kind Contributions (USD, Millions) ⁵	\$2,781	\$3,356	\$2,270	\$1,519	\$859
Employee Volunteer Time Value (USD, Millions)	\$2	\$3	\$2	\$2	\$2
Employee Volunteer Rate	50%	52%	55%	57%	42%

As of December 31, of the applicable year, unless noted otherwise. Values and percentages may not total to the aggregate value or 100% due to rounding.

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

ENVIRONMENTAL

GREENHOUSE GAS (GHG) EMISSIONS	2025	2024	2023	2022	2021
Total GHG Emissions (Scope 1, 2 and 3)⁶	1,228,000	1,465,520	972,376	783,542	913,861
Scope 1 (Metric Tons CO₂e)	89,990	80,300	69,600	65,800	64,800
Scope 2 – Location-Based (Metric Tons CO₂e)	60,110	57,000	53,100	46,400	38,100
Scope 2 – Market-Based (Metric Tons CO₂e)	35,020	40,400	29,900	28,500	27,300
Scope 3 (Metric Tons CO₂e)	1,103,000	1,344,820	872,876	689,242	821,761
Purchased Goods and Services (Category 1)	870,010	1,106,777	660,589	588,291	466,700
Capital Goods (Category 2)	135,460	112,166	115,843	35,830	320,700
Fuel- and Energy-Related Activities (Category 3)	25,930	40,943	39,335	35,502	20,600
Upstream Transportation and Distribution (Category 4)	11,560	24,547	N/A	N/A	N/A
Waste Generated in Operations (Category 5)	8,210	6,766	4,957	5,669	370
Business Travel (Category 6)	19,230	31,411	21,793	8,041	866
Employee Commuting (Category 7)	32,950	22,189	30,359	15,909	12,525
Scope 1 and 2 Emissions Intensity – Market-Based (Metric Tons CO₂e per Square Meter)⁷	0.20	0.21	0.22	0.23	0.25
Total Scope 1 and Scope 2 (Location-Based) Emissions (Metric Tons CO₂e)	150,100	137,300	122,700	112,200	102,900
Total Scope 1 and Scope 2 (Market-Based) Emissions (Metric Tons CO₂e)	125,010	120,700	99,500	94,300	92,100
Scope 1 Year Over Year % Change	12%	15%	6%	2%	11%
Scope 2 (Location-Based) Year Over Year % Change	6%	7%	14%	22%	15%
Scope 2 (Market-Based) Year Over Year % Change	(13)%	35%	5%	5%	19%
Scope 1 + Scope 2 (Location-Based) Year Over Year % Change	10%	12%	9%	9%	13%
Scope 1 + Scope 2 (Market-Based) Year Over Year % Change	4%	21%	5%	3%	14%

ENERGY	2025	2024	2023	2022	2021
Electricity Consumption (kWh)	250,231,000	225,000,000	205,800,000	193,200,000	195,000,000
Total Non-Renewable Electricity Consumption (kWh)	120,348,000	174,600,000	159,300,000	153,400,000	156,400,000
Renewable Energy Usage (%)	52%	22%	22%	20%	20%
Total Fuel Consumption (kWh)	477,394,000	399,200,000	351,100,000	335,100,000	334,800,000

WASTE GENERATED⁸	2025	2024	2023	2022	2021
Total Waste Generated (Metric Tons)	8,690	8,650	7,360	8,200	6,770
Nonhazardous Waste (Metric Tons)	7,380	6,920	5,980	6,790	5,520
Recycled (%)	24%	26%	27%	32%	25%
Waste to Energy (%)	67%	67%	65%	61%	71%
Composted (%)	6%	4%	5%	4%	0%
Incinerated/Physicochemical Treatment (%)	3%	4%	2%	3%	4%
Landfill (%)	1%	1%	1%	0%	0%
Hazardous Waste (Metric Tons)	1,310	1,730	1,380	1,410	1,250
Waste to Energy (%)	59%	49%	59%	60%	74%
Incinerated/Physicochemical Treatment (%)	35%	40%	36%	35%	19%
Recycled (%)	6%	10%	5%	5%	6%
Landfill (%)	0%	0%	0%	0%	0%

WASTE DIVERSION	2025	2024	2023	2022	2021
Waste Diverted From Landfill	99%	99%	99%	100%	100%

WATER⁹	2025	2024	2023	2022	2021
Total Water Usage (Megaliters)	1,660	1,719	1,857	1,709	1,755

As of December 31, of the applicable year, unless noted otherwise. Values and percentages may not total to the aggregate value or 100% due to rounding.

6. Total GHG emissions includes Scope 1, Scope 2 (market-based) and Scope 3. Regeneron continues to expand its disclosure across Scope 3 categories. Total emissions reflect sum of Scope 3 categories disclosed. 7. 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. 8. Waste figures exclude 713 metric tons of construction and demolition waste, of which 53% was recycled. 9. Total water usage data from 2021 to 2023 has been restated, reflecting methodological changes.