Privacy Notice for Regeneron California Candidates and Job Applicants

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Introduction

This Privacy Notice for Regeneron California Job Prospect and Candidate Privacy Notice ("**California Candidate Privacy Notice**" or "**Notice**") describes the Personal Information handling practices of Regeneron Pharmaceuticals, Inc. and its affiliates, ("**Regeneron**", "**we**", "**us**" or "**our**") with respect to information that can reasonably be linked with you ("**Personal Information**"), that we collect about you, how it's used, and with whom we may share it in relation to your application for a role with Regeneron.

This Notice applies to all Personal Information collected about job applicants who are California residents, including roles for employees, contractors and contingent workers ("**Candidate**", "**you**" or "**your**"). We provide this Notice in accordance with the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, the "**CCPA**"). If you are applying for a role at Regeneron and you are not a California resident, please see our Personal Data Privacy Notice for Job Prospects and Candidates for details about how we collect and Process your Personal Information.

Regeneron uses an Application Tracking and Candidate Talent Acquisition system globally to post jobs, search for talent, manage the application and recruiting process, and to send out information about working at Regeneron. Any Personal Information you submit to this system will be collected in the United States and will be subject to U.S. laws.

If we share your Personal Information with an affiliate located in another country, province, or region in its capacity as a potential employer, the affiliate will handle your Personal Information in accordance with this Notice. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country, province, or region where the job will be located.

If you are offered a role and subsequently become a Regeneron employee, contractor or contingent worker, the Regeneron entity that employs or engages you will be primarily responsible for the Processing of your Personal Information.

If you have questions about this Notice, please contact us directly. You can find our contact details in the How to Reach Us section below.

Personal Information We Collect, Process, and Disclose

The following chart details which categories of Personal Information we collect and process, as well as which categories of Personal Information we disclose to third parties for our operational business and employment purposes, including within the 12 months preceding the date this Notice was last updated. If you disclose any Personal Information to us relating to other people, such as references, you represent that you have the authority to do so and to permit us to use that Personal Information in accordance with this Notice.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers, such as name, alias, postal address, unique personal identifiers, IP address that can reasonably be linked or associated with a particular consumer or household, email address, account name, online identifiers, and government-issued identifiers (e.g., Social Security number, driver's license, passport)	Our affiliates; service providers; public and governmental authorities
Personal information as defined in the California customer records law, such as name, contact information, signature, passport number; financial, education and employment information, physical characteristics or description	Our affiliates; service providers; public and governmental authorities
Protected Class Information, such as characteristics of protected classifications under California, federal or international law, such as sex, age, gender, race, disability, citizenship, military/veteran status, gender identity and expression, and immigration status	Our affiliates; service providers; public and governmental authorities
Commercial Information, such as travel information and expenses	Our affiliates; service providers; public and governmental authorities

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Internet or network activity information, such as access and usage information regarding our website or online application portal, timestamp information, IP address and access and activity logs	Our affiliates; service providers; public and governmental authorities
Geolocation Data, such as approximate location of devices used to access our website or online application portal, derived from IP address	Our affiliates; service providers; public and governmental authorities
Audio/Video Data. Audio, electronic, visual and similar information, such as voicemail recordings and photographs, for example, where included on resumes	Our affiliates; service providers; public and governmental authorities
Education Information subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grade point average, grades, academic standing and confirmation of graduation	Our affiliates; service providers; public and governmental authorities
Employment Information. Professional or employment-related information, such as work history and prior employer, information from reference checks, work experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, and publicly accessible information posted on your professional social media accounts	Our affiliates; service providers; public and governmental authorities
Inferences drawn from any of the Personal Information listed above, for example, an individual's preferences, characteristics, predispositions, and abilities	Our affiliates; service providers; public and governmental authorities
Sensitive Personal Information where permitted by applicable law. • Personal Information that reveals an individual's social security number, driver's license, state or	Our affiliates; service providers; public and governmental authorities

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
country identification card, passport number; account log-in; racial or ethnic origin, religious or philosophical beliefs, citizenship, immigration status, or union membership • Personal Information collected and analyzed concerning an individual's health, such as data you may provide in connection with an accommodation request	

We may also disclose the above categories of Personal Information to a third party in the context of any reorganization, financing transaction, merger, acquisition, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not "sell" or "share" your Personal Information, including your Sensitive Personal Information, as defined under the CCPA. We have not engaged in such activities in the 12 months preceding the date this Notice was last updated. Without limiting the foregoing, we do not "sell" or "share" the Personal Information, including the Sensitive Personal Information, of minors under 16 years of age.

How We Use Your Personal Information

Regeneron collects, uses, and discloses Personal Information for the purposes of operating, managing, and maintaining the job application process and accomplishing our business purposes and objectives.

If we hire you, Personal Information we collect in connection with your application can be incorporated into our human resources system and used to manage the new-hire process; any such information can become part of your employment records with us and used for other employment-related purposes.

For more detail regarding the reasons and purposes for which we process Personal Information click here or see the end of this Notice.

Purposes for the Collection, Use, and Disclosure of Sensitive Personal Information

We collect, use, and disclose Sensitive Personal Information for purposes of: performing services on behalf of our business; performing services and providing goods

as requested by you; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure and the individuals we interact with; short-term transient use; identity verification, securing the access to and use of our facilities, equipment, systems, networks, applications, and infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual, including to meet our obligations for any required reporting to government authorities and to carry out mandated monitoring (in each case, such activities are only carried out on an aggregate basis and your characteristics will not be shared internally or externally at an individual level for these purposes); receiving and processing your job application; evaluating your suitability for the position(s) you are applying for; conducting background checks; analyzing and monitoring equal opportunity and workplace inclusion; and making you an offer (subject to our discretion). Unless you are informed otherwise, we do not use or disclose Sensitive Personal Information for additional purposes.

Retention of Personal Information

Regeneron will retain Personal Information for the period necessary to fulfill the purposes outlined in this Notice unless a longer retention period is required or permitted by law. We use the following criteria to determine our retention periods:

- The length of time Personal Information is required to be retained to assess your application;
- Whether your application is successful and you are employed or engaged by Regeneron;
- As required by a legal obligation to which we are subject; and
- As advisable considering our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).

Sources of Personal Information

We primarily receive Personal Information directly from you. Regeneron also receives some Personal Information from you indirectly, or from a third party, such as:

- References you provide;
- Former employers;
- Recruiters;
- Publicly accessible databases; and
- Credit and background check agencies.

Your Rights and Authorized Agents

You may, subject to applicable law, request:

- That we disclose to you the following information:
  - The categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information;

  - The business or commercial purpose for collecting Personal Information about you; and
  - The categories of Personal Information about you that we disclosed and the categories of third parties to whom we disclosed such Personal Information.
- That we correct inaccuracies in your Personal Information.
- That we delete Personal Information we have collected from you.
- To receive specific pieces of your Personal Information, including a copy of the Personal Information you provided to us in a portable format.

You have the right not to be unlawfully retaliated against for making a request under the CCPA. You can exercise the applicable data subject rights by calling +1 844-835-4137 (U.S. only) or by clicking here. Regeneron will respond in accordance with applicable law. We may need to request additional information, such as your candidate account information, to verify your identity and protect against fraudulent requests. If you maintain a password-protected account with us, we may verify your identity through our existing authentication practices for your account and require you to re-authenticate yourself before disclosing or deleting your Personal Information. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted above. As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity or confirm that you provided the agent permission to submit the request.

How to Reach Us

You may contact Regeneron's Data Privacy Office by sending email or postal mail to the following addresses:

Email: DataProtection@Regeneron.com

Regeneron Pharmaceuticals, Inc.
Attention: Chief Privacy Officer
1 Rockwood Road
Sleepy Hollow, NY 10591
United States

References and Related Documents

In addition to the measures to protect Personal Information described in this Notice, Regeneron has internal procedures and policies regarding our handling of Personal Information to facilitate compliance with this Notice and applicable laws, including with respect to retention and access to Personal Information and complaints.

Status of This Notice

We may amend this Notice from time to time. Should it become necessary to do so, Regeneron will inform you on its public facing website of new revisions to this Notice.

Schedule 1: Personal Information Processing Purposes

- **HR recruitment, planning and organizational development:**
  - Review your application through Regeneron's talent acquisition system
  - Evaluate your qualifications for Regeneron job opportunities
  - Conduct interviews
  - Facilitate access and coordination
  - Recruitment event planning
  - Candidate debriefs
  - Perform recruitment activities
  - Conduct background/reference check and identity verification, when applicable
  - Work authorization
  - Communicate with you about your application status and future opportunities (if you opt-in to such communications)
  - To the extent legally permitted by your country, vaccine status or an approved medical or religious accommodation
  - Ensure equal employment opportunities and anti-discrimination, as permitted by applicable law
  - Make an offer to you to enter into an employment contract or other contract for services

- **Business operations**
  - Organize travel and hotel accommodations for interviews
  - Reimburse you for interview-related travel expenses
  - Improve processes and services, including aggregate management reporting, statistical analyses, internal training, and as generally required to conduct our business

- **IT, security and monitoring:**
  - Equipment and device assignment, maintenance, access, and monitoring
  - Maintaining the security of Regeneron premises, facilities, assets, information, and personnel
  - Fraud and data loss prevention and detection activities
  - Investigation of safety and security related incidents

Legal and regulatory compliance:

- Internal and external investigations for instances of noncompliance with the law, Regeneron policies, procedures and working requirements, and management of disciplinary actions
- Litigation and other dispute resolution activities
- Merger, acquisition, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with bankruptcy or similar proceedings).
- Personnel health and safety requirements
- Emergency notification and response