



2020 HIGHLIGHTS AND PROGRESS TOWARD OUR GOALS

In 2020, we announced a set of 2025 global responsibility goals.

Spanning our three strategic focus areas, they reflect our mission to repeatedly bring important new medicines to people with serious diseases. Our accompanying environmental targets are designed to drive reductions in energy and greenhouse gas (GHG) emissions, waste and water. We used leading corporate responsibility frameworks, including the United Nations Sustainable Development Goals (UN SDGs), to help guide the development of our 2025 goals.

At the earliest signs of the COVID-19 pandemic, the Regeneron team began to prioritize and organize our business to respond rapidly to this public health emergency and address the evolving needs of our patients, employees and communities. These efforts allowed us to accelerate progress on some of our goals, including discovering and developing a novel investigational COVID-19 antibody cocktail in record time and implementing significant measures to protect the health and safety of our growing workforce. We also worked intensely across the company to ensure that production and delivery of our much-needed medicines were not interrupted despite the challenging global circumstances. At the same time, realities of the pandemic required certain responsibility initiatives to be paused or delayed as our global team focused everything we could on combating COVID-19 and serving our existing patients.

IMPROVE THE LIVES OF PEOPLE WITH SERIOUS DISEASES



GOAL

Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&D.

2020 PROGRESS HIGHLIGHTS

- Reinvested 32% of revenues into our R&D efforts
- With our collaborators, introduced 9 product candidates into the clinic, achieving a total of 30 investigational medicines in clinical development
- Advanced our COVID-19 antibody cocktail, receiving FDA Emergency Use Authorization only 10 months after program inception
- Received FDA approval for two potentially transformational new therapies for people with rare diseases: Inmazeb (atoltivimab, maftivimab, and odesivimab-ebgn) for the treatment of Ebola in October 2020 and Evkeeza (evinacumab-dgnb) for patients with homozygous familial hypercholesterolemia (HoFH) in February 2021
- Received two new FDA approvals for Libtayo (cemiplimab) in early 2021 for the treatment of certain patients with advanced or metastatic basal cell carcinoma and advanced non-small cell lung cancer (NSCLC)

Identify genetic insights that will support the discovery and advancement of tomorrow's medicines through our Regeneron Genetics Center®.

- Sequenced 1.4 million people through the RGC (as of March 2021)
- Established 107 RGC collaborations in 21 countries
- Based on novel RGC findings, our collaborator Alnylam began clinical trials of RNAi treatment for chronic liver disease nonalcoholic steatohepatitis (NASH)

GOAL

Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.

2020 PROGRESS HIGHLIGHTS

- Engaged 115 patient advocacy groups across 25 disease states to increase disease awareness, elevate patient voice and support access
- Partnered to address patient needs, including sponsoring a three-year American Diabetes Association® patient support program to reduce the risk of diabetes-related eye disease
- Partnered to provide critical patient support during the pandemic, including offering COVID-19 educational resources for patients and providers

Set fair, value-based prices for our medicines and break down barriers to patient access.

- Engaged public health agencies, government and non-governmental agencies and others in our industry to help facilitate access to our Ebola and COVID-19 treatments in low- and lower-middle-income countries
- In Q4 2020, granted 71 requests for compassionate use, based on our established criteria, to provide eligible patients access to REGEN-COV (casirivimab with imdevimab), our novel antibody cocktail for COVID-19
- Signed supply agreement with the U.S. government whereby the U.S. government will provide our COVID-19 antibody cocktail to patients in the U.S. free of charge¹
- Provided financial support to roughly 642,000 patients, including subsidizing \$378 million in commercial co-payments, and providing free medicine through our patient support programs to nearly 39,000 eligible patients, a value of nearly \$466 million²

¹ Healthcare facilities may charge fees related to administration.

² Represents wholesale acquisition cost.

FOSTER A CULTURE OF INTEGRITY AND EXCELLENCE



Photo taken prior to COVID-19 pandemic.

GOAL

Cultivate a leading employee experience that is rooted in our unique science-driven culture.

2020 PROGRESS HIGHLIGHTS

- Conducted annual engagement survey with approximately 92% of employees who responded saying Regeneron is a great place to work
- Fostered employee retention rate of 94.4%
- Surveyed employees regularly to understand their needs during a challenging year and created programs in response, such as enhancing emotional wellbeing offerings

Increase representation of diverse individuals in leadership and foster inclusion across our organization.

- Hired Chief DE&I Officer and introduced new initiatives to foster DE&I in our workforce and communities, including mandatory inclusion trainings, diversity-focused recruiting and a double-matching gift campaign through our Matching Gift program to support racial justice causes
- Measured progress against goal, with our leadership (VP and above) comprised of 25% women globally and 19% people of color (U.S. only), marking a respective increase of 4% and 18% over the past three years¹

Be vigilant in ensuring integrity remains at the core of how we operate.

- Reinforced our high ethical standards through comprehensive programs and trainings; 99.8% of employees and contractors completed annual Code of Conduct training
- Appointed 12 employee privacy stewards from across the business to work with the Chief Data Privacy Officer to identify processes that use personal data and further embed privacy security tools across the organization

¹ As of December 31, 2020.

GOAL

Implement continuous improvements to uphold our high-quality, safe and reliable product supply.

2020 PROGRESS HIGHLIGHTS

- Sustained our high product quality and safety standards, maintaining zero product recalls as a result
- Promoted continuous improvement through our Simple Logical Improvements Matter program, with 100% of IOPS employees submitting and implementing continuous improvements
- Worked with regulatory authorities to license our Irish facility to manufacture additional commercial products to maintain adequate product supply and enable our IOPS sites to maximize production of REGEN-COV, our COVID-19 antibody cocktail

Make Regeneron the safest part of people's day by focusing on prevention in our drive towards zero incidents.

- Responded to the pandemic by implementing work-from-home policies for a significant portion of our employees and enhancing health and safety protocols for onsite employees, including providing personal protective equipment (PPE), requiring masks and introducing increased physical distancing
- Received third-party verification of select occupational health and safety data for the first time, including our Total Recordable Incident Rate (0.45) and Days Away/Restricted or Transfer Rate (0.19)

BUILD SUSTAINABLE COMMUNITIES



GOAL

Drive employee volunteer levels above national standards.

2020 PROGRESS HIGHLIGHTS

- Transitioned volunteer programs to virtual format to continue to support our non-profit partners while safeguarding health and safety during the COVID-19 pandemic
- Provided engaging volunteer opportunities, with roughly 3,000 employees volunteering more than 7,600 hours

GOAL

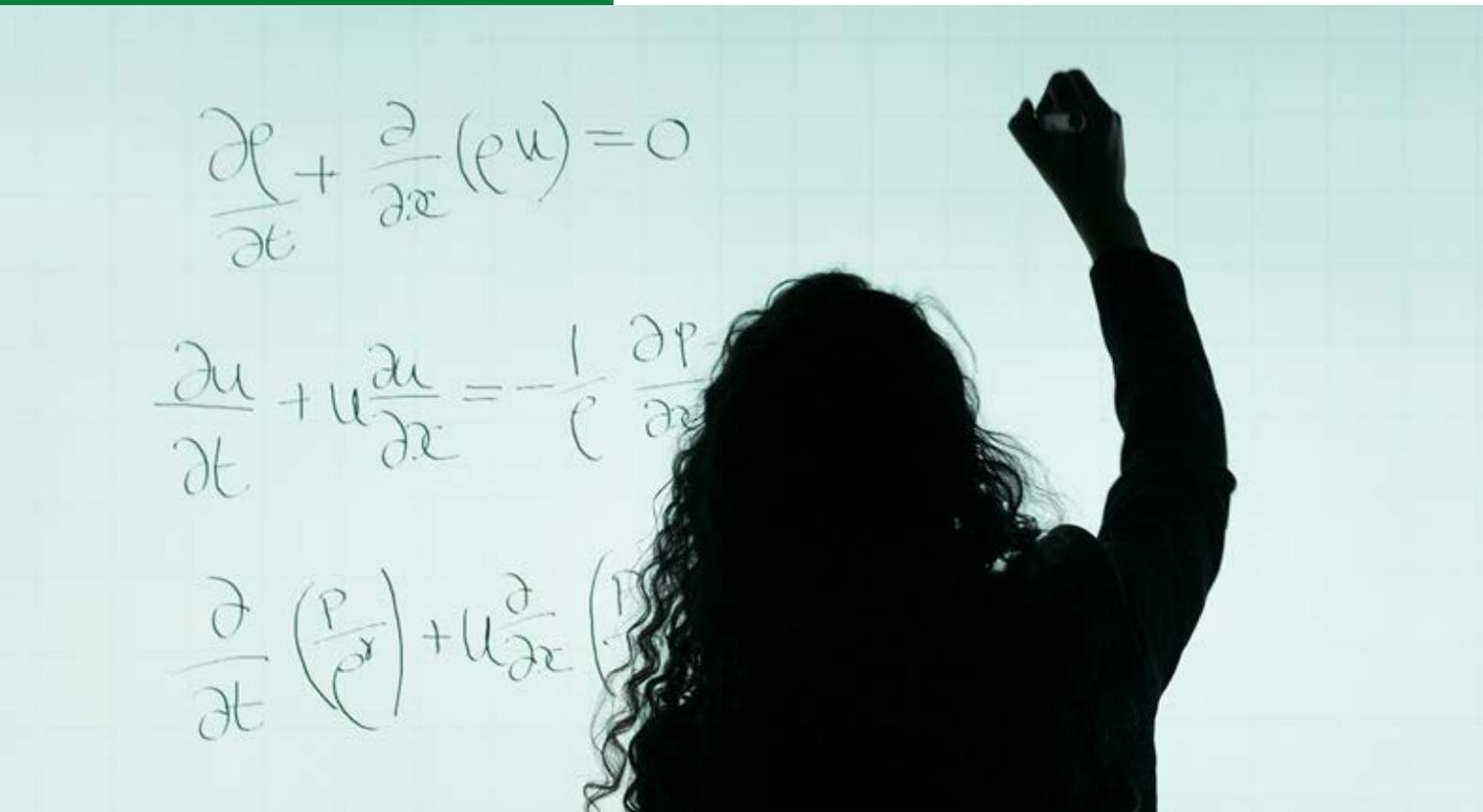
Foster the next generation of scientific innovators by providing STEM (Science, Technology, Engineering and Math) experiences to 2.5 million students.

2020 PROGRESS HIGHLIGHTS

- Provided STEM experiences to more than 524,000 students
- Continued to make meaningful investments in STEM education with 93% of our philanthropic cash donations supporting STEM initiatives
- Continued our \$100-million, 10-year title sponsorship of Regeneron Science Talent Search and launched \$24-million, 5-year title sponsorship of Regeneron International Science and Engineering Fair

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

See next page for progress against our environmental targets.



ENVIRONMENTAL TARGETS



	TARGET	2020 PROGRESS HIGHLIGHTS
ENERGY & EMISSIONS	By 2021, engage our top 30 suppliers, representing more than 50% of spend, to gather and report relevant Scope 3 GHG emissions data.	<ul style="list-style-type: none"> Engaged supply chain experts and industry peers to inform development of outreach strategy
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> Evaluated criteria for setting science-based targets
	By 2025, reduce our combined Scope 1 & 2 (market-based) GHG emissions per square meter by 30% based on a 2016 peak baseline.	<ul style="list-style-type: none"> Reduced combined Scope 1 and 2 (market-based) GHG emissions per square meter by 26% compared to 2016
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> Installed solar panels on new multi-story parking garage at our Limerick, Ireland site to offset the annual electricity usage of the structure
	By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.	<ul style="list-style-type: none"> Achieved 20.5% renewable energy Maintained 100% renewable energy at Limerick, Ireland IOPS site¹
	By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.	

¹ Limerick's renewable energy usage is not certified at this time.
² Excludes construction and demolition waste.

	TARGET	2020 PROGRESS HIGHLIGHTS
WASTE	By 2021, achieve zero waste to landfill status at all Regeneron sites.²	<ul style="list-style-type: none"> Achieved target early, diverting 100% of waste from landfills²
	By 2021, compost food waste at all sites with more than 2,000 employees.	<ul style="list-style-type: none"> Maintained robust composting programs at our New York and Ireland IOPS sites, with work underway in 2021 on a new composting program for our Tarrytown headquarters; due to pandemic-related delays, the Tarrytown composting program is scheduled to be launched in 2022
	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"> Partnered with a new holistic waste management vendor specializing in post-industrial plastic recycling to help divert plastic waste from waste-to-energy to recycling operations Conducted six laboratory waste assessments to identify opportunities to reduce hazardous waste Constructed chemical bulk storage and distribution systems at our IOPS sites to reduce generation of certain hazardous waste materials
WATER	By 2025, improve water efficiencies by implementing global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> Undertook a water mapping initiative at our Irish IOPS site to catalog where water is used throughout our operations and where additional metering would help guide future water management projects Continued to meter water use at our primary sites and monitor water stress using the World Resource Institute's Aqueduct tool