

Goals & Progress

Regeneron’s 2025 responsibility goals reflect our mission to bring important new medicines to people with serious diseases. Our goals align with five of the United Nations Sustainable Development Goals (SDGs), which represent a global agenda to address the most pressing challenges facing our world. We have met several of our current goals and are in the process of developing future goals for post-2025.

We recognize the urgency of this global initiative and have identified five SDGs where we can deliver the most impact. See below for our progress in 2024 and how these SDGs align to our strategic pillars.

Focusing on Five SDGs for Impact



Improving the Lives of People With Serious Diseases



Goal	2024 Progress
<p>Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&D.</p>	<ul style="list-style-type: none"> Reinvested \$5.1B (36%) of revenues into our R&D efforts Advanced our clinical pipeline of ~40 product candidates Dupixent® approved as the first-ever biologic medicine for patients with chronic obstructive pulmonary disease (COPD) in the U.S., EU and China
<p>Identify genetic insights that will support the discovery and advancement of tomorrow’s medicines through our RGC.</p>	<ul style="list-style-type: none"> Sequenced ~414k samples through the RGC, increasing our total to approximately 2.7M Sequenced ~140k non-European ancestry samples, increasing our total to approximately 640k non-European ancestry samples in the RGC database, aiming to increase genetic research in underrepresented populations
<p>Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.</p>	<ul style="list-style-type: none"> Engaged with >210 patient advocacy and professional societies across 44 disease areas to address patient needs Supported ITNAmerica’s Rides in Sight™ program, which provided more than 18,000 people with free or discounted rides to help them get to their eye care appointments
<p>Set fair, value-based prices for our medicines and break down barriers to patient access.</p>	<ul style="list-style-type: none"> Provided support to >1M eligible patients through our patient support programs, including giving medicine at no cost to >100k eligible patients through our products’ patient assistance programs¹ – a value of ~\$3.4B² More than 1M patients of all ages around the world are being treated with Dupixent® across multiple approved indications for certain diseases exacerbated by type 2 inflammation

1. Regeneron patient assistance programs are limited to patients living in U.S. states and territories. 2. Based on 2024 year-end wholesale acquisition cost.

Fostering a Culture of Integrity & Excellence



Goal	2024 Progress
<p>Cultivate a leading employee experience that is rooted in our unique science-driven culture.</p>	<ul style="list-style-type: none"> Maintained highly engaged workforce with 88% of colleagues saying Regeneron is a great place to work Maintained retention rate of 94%, above industry retention rate of 79%³
<p>Foster a welcoming culture that enables colleagues with different perspectives and backgrounds to thrive.</p>	<ul style="list-style-type: none"> 32% women in leadership⁴ and 21% people of color in leadership (U.S. only)^{5,6} Supported new hires, with 86% sharing they feel a sense of belonging at Regeneron
<p>Be vigilant in ensuring integrity remains at the core of how we operate.</p>	<ul style="list-style-type: none"> Reached over 99%⁷ completion rate of our annual Code of Business Conduct and Ethics training among eligible colleagues Provided colleagues with new tools to navigate ethical dilemmas, including our Ethical Decision Making Guide
<p>Implement continuous improvements to uphold our high-quality, safe and reliable product supply.</p>	<ul style="list-style-type: none"> Implemented >4,500 continuous improvements through our IOPS group's Continuous Improvement program Conducted 58 real world data (RWD) analyses to support product safety evaluations
<p>Make Regeneron the safest part of people's day by focusing on prevention in our drive toward zero incidents.</p>	<ul style="list-style-type: none"> Achieved 0.49 total recordable incident rate (TRIR) compared to 0.72 in 2023, a 32% decrease year over year Achieved 0.28 days away, restricted or transferred (DART) compared to 0.45 in 2023, a 38% decrease year over year














Building Sustainable Communities



Goal	2024 Progress
<p>Drive employee volunteer levels above national standards.</p>	<ul style="list-style-type: none"> Achieved volunteer rate of 52% – more than twice the average participation rate⁸ Contributed more than 45,000 volunteer hours, a time value of ~\$2.5M⁹
<p>Foster the next generation of scientific innovators by providing STEM experiences to 2.5M students.</p>	<ul style="list-style-type: none"> Provided 3.25M students with STEM experiences through Regeneron-supported community programs since 2020, surpassing our 2025 goal of 2.5M
<p>Achieve our environmental targets to help protect and restore the planet.</p>	<ul style="list-style-type: none"> Achieved 43% reduction in combined Scope 1 and 2 (market-based) greenhouse gas (GHG) emissions per square meter compared to 2016 peak baseline Added ~4,000 MWh of renewable electricity at our global sites Achieved food waste composting at 100% of our large sites 1,719 megaliters of water were used in 2024, a 7% reduction year over year

3. Industry average is based on data of U.S. life sciences companies reported in Aon's 2024 Salary Increase and Turnover Study. 4. Vice president and above. 5. Based on full-time U.S. colleagues who disclose race or ethnicity. Denominator excludes those who do not disclose such information. 6. Vice president and above. 7. As of March 2025. 8. The average percentage of employee volunteering is based on CECP [Giving in Numbers: 2024 Edition](#). 9. Independent Sector's [Value of Volunteer Time](#), April 23, 2024.

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

CATEGORY	TARGET	2024 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"> Engaged more than 50 suppliers on GHG emissions data and participated in the CDP Supply Chain program Enhanced the precision of our Scope 3 inventory by increasing supplier-specific data 	 Achieved
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> Postponed setting science-based targets as we refine our climate action plan to reflect our growing business and changes to the Science-Based Targets initiative (SBTi) criteria 	 Postponed
	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"> Reduced 43% in combined Scope 1 and 2 (market-based) GHG emissions per square meter 	 On track
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> Added nearly 4,000 MWh of renewable electricity at our global sites 	 On track
	By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.	<ul style="list-style-type: none"> 22% renewable electricity 	 On track
By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.	<ul style="list-style-type: none"> Maintained 100% renewable electricity at our Irish production site 	 On track	
Waste 	By 2021, achieve zero waste-to-landfill status at all Regeneron sites.	<ul style="list-style-type: none"> Diverted 99.6% of waste from landfill, with a small amount of nonhazardous waste disposed via landfill; we continue to work with our waste management partners to identify alternative disposal methods 	 On track
	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 100% of our sites with more than 2,000 colleagues, composting 252 tons of food waste 	 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"> Conducted 34 R&D lab waste assessments Launched pilot to recycle hard-to-recycle single-use plastics in our R&D labs, recycling more than 8,100 pounds Recycled 8 tons of single-use plastic gloves at our IOPS New York site, earning 2024 "Greenovation" Award from Kimberly-Clark 	 On track
Water 	By 2025, improve water efficiencies by implementing a global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> Completed a water mapping exercise at our IOPS New York site and identified efficiency opportunities to reduce nearly 44M gallons of water Improved our water for injection (WFI)¹⁰ process at our IOPS Ireland site, saving more than 20M liters of water to date 	 On track

10. WFI is a solvent that is used to dilute other medications or solutions that will be injected into the body or used in inhaled medications.