

Global Modern Slavery Statement

Contents

Our Business Structure, Operations and Supply Chain.....	Page 1
Policies in Relation to Modern Slavery and Human Rights.....	Page 2
Due Diligence, Risk Assessment and Management.....	Page 3
Annex A - 2024 Statement of Regeneron UK Limited.....	Page 4
Annex B - 2024 Statement of Regeneron Canada Company	Page 5

Regeneron Pharmaceuticals, Inc. ('RPI' and, together with its subsidiaries, 'Regeneron') is committed to maintaining high standards of legal and ethical conduct and recognises the inherent dignity and equal and inalienable rights of every human being. Our commitment to respect and support human rights extends to all employees, third-party contractors, vendors, suppliers and partners and is based on the key tenets outlined in the United Nation's (U.N.) International Bill of Human Rights, the U.N.'s Universal Declaration of Human Rights and the U.N.'s Guiding Principles on Business and Human Rights. As part of this commitment, Regeneron recognises the importance of identifying and mitigating modern slavery in our business and supply chain.

For the purposes of this statement, the term 'modern slavery' encapsulates practices such as, but not necessarily limited to, slavery, servitude, forced or compulsory labour, child labour, and human trafficking (that is to say, the practice of illegally transporting someone from one area or country to another, usually for the purposes of being exploited).

Our Business Structure, Operations and Supply Chain

Our Business Structure and Operations

Regeneron is a leading biotechnology company that invents, develops and commercialises life-transforming medicines for people with serious diseases. Founded and led for more than 35 years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to a number of approved treatments and numerous product candidates, most of which were developed in our laboratories. Our medicines and pipeline are designed to help patients with eye diseases, allergic and inflammatory diseases, cancer, cardiovascular and metabolic diseases, hematologic conditions, infectious diseases and rare diseases.

As of December 31, 2024, Regeneron had 15,106 full-time employees, consisting of 11,914 employees in the U.S., 2,168 employees in Ireland, and 1,024 employees in other countries (primarily in the United Kingdom, Japan and Germany). Of these, 2,562 were within Regeneron's research and preclinical development organisation, 2,151 were within Regeneron's global clinical development and regulatory affairs organisation, and 6,846 were within Regeneron's industrial operations and product supply organisation.

Our Supply Chain

To support Regeneron's business and research activities, we procure a range of goods and services through our supply chain. While we currently manufacture bulk drug materials and products at our manufacturing facilities in the U.S. and Ireland, certain bulk drug materials and products are also manufactured by our collaborators and/or contract manufacturers, and certain raw materials or products necessary for the manufacture and formulation of our products and product candidates are provided by unaffiliated third-party suppliers. In addition, we often rely on our collaborators or third parties to perform packaging, filling, finishing, labeling, distribution, laboratory testing, and other services related to the manufacture of our products and product candidates, and to supply various raw materials and other products.

The modern slavery risks with respect to our manufacturing operations are low based on the jurisdictions in which they are located, but we plan to continue to review these risks and those to our wider supply chain and will consider putting additional measures in place that are appropriate and proportionate to any potential risks identified.

Policies in Relation to Modern Slavery and Human Rights

Regeneron has a zero-tolerance policy against modern slavery and takes steps to prevent trafficking and to ensure compliance with applicable laws and regulations. This commitment is reflected through the following Codes and position statements:

- The [Regeneron Code of Business Conduct and Ethics](#) establishes the expectation that all employees, suppliers and contractors act in accordance with all applicable laws, rules, regulations and Regeneron policies. It sets out our commitment to conduct business in a manner that respects the rights, health and safety of all people.
- The [Regeneron Position Statement on Human Rights](#) sets out our commitment to protect, respect and support human rights and identifies the most important and relevant human rights issues in our operations and value chain.
- The [Regeneron Vendor Code of Conduct](#) and [Distributor Code of Conduct](#) require our vendors and distributors to comply with all legal and regulatory requirements regarding fair and equitable treatment of employees and state that vendors and distributors shall not use forced, bonded, indentured, involuntary prison labor or human trafficking. Our Codes are aligned with both Regeneron's standards to improve sustainable performance of our organisation, and the Pharmaceutical Industry Principles for Responsible Supply Chain Management with respect to its principles on human rights, ethics and labor.

Due Diligence, Risk Assessment and Management

At Regeneron, we believe that operating responsibly and ethically is essential to our business. We respect human rights and are committed to identifying and addressing modern slavery risks in both our operations and supply chain, and we intend to develop and refine our policies and procedures in line with this commitment.

Risk Management in Our Own Business

1. All Regeneron employees are trained on the [Regeneron Code of Business Conduct and Ethics](#) which includes a section on human rights, when they are hired and thereafter on an annual basis. As of March 2025, more than 99% of eligible employees completed our annual Code of Business Conduct and Ethics training.
2. Employees have a duty to speak up and promptly report known or potential violations of law or policy, or other valid concerns and questions. In the case of suspected human trafficking, employees are required to report any suspected trafficking-relating activities, including the activities of relevant subcontractors, to Regeneron or the Global Trafficking Hotline.
3. Employees are required to fully cooperate in any internal or external investigation of suspected wrongdoing. Regeneron will not take any adverse action against employees for making an honest report of suspected trafficking-related activities, and employees are prohibited from threatening or retaliating against any employee that makes an honest report of a suspected violation. We have nonretaliation policies, confidentiality policies, and mechanisms to ensure anonymity to the extent possible, which protect Regeneron employees who report concerns in good faith.

Due Diligence and Risk Assessment of Our Supply Chain

We hold our suppliers, distributors, contract manufacturers and business collaborators to the same high standards, and we leverage our existing policies to ensure adherence.

As outlined in our Vendor and Distributor Codes of conduct, we require that vendors uphold the human rights of workers and all applicable laws, treating them with dignity and respect. Regeneron does not currently require a separate certification in addition to vendors agreeing to abide by the Vendor Code as part of our contractual arrangements.

Recognising that modern slavery is a complex issue that can manifest at different levels within a company's value chain, we will continue to explore ways to assess modern slavery risks and consider putting additional measures (including employee training) in place that are proportionate and appropriate to the risks within Regeneron's business and supply chain.

As part of our commitment to transparency, Regeneron also provides an annual update on our human rights approach and performance, including policies, due diligence processes, and key performance indicators, in our [Responsibility Report](#).

Annex A: 2024 Statement of Regeneron UK Limited

Introduction

This country-annex statement ('UK Statement') is made in relation to section 54(1) of the UK Modern Slavery Act 2015 (the 'Act') and sets out the steps that Regeneron UK Limited ('Regeneron UK') has taken to ensure that modern slavery is not taking place in our supply chains or any part of our business. This UK Statement should be read in conjunction with the preceding Modern Slavery Statement and covers the period between 1 January 2024 to 31 December 2024. This is the third financial year with respect to which Regeneron UK has met the criteria under section 54 of the Act.

Our Business Structure, Operations and Supply Chain

Regeneron UK, a private limited company organised under the laws of England and Wales, is an indirect, wholly-owned subsidiary of Regeneron Pharmaceuticals, Inc., a New York corporation headquartered in the United States. Regeneron UK is engaged in the commercialisation and distribution of approved drug products in the UK. Regeneron UK's headquarters are located in Uxbridge, West London.

Information about Regeneron UK's supply chain related policies, due diligence, risk management, monitoring and evaluation is detailed in the preceding Modern Slavery Statement.

This UK Statement was approved by the Board of Directors of Regeneron UK on 21 May 2025.



Zoran Berkovic
Director, Regeneron UK Limited

21 May 2025

Annex B: 2024 Statement of Regeneron Canada Company

Introduction

Regeneron Canada Company ('Regeneron Canada') has produced this country-annex statement ('Canada Statement') in line with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the 'Act'). This Canada Statement covers the period between 1 January 2024 to 31 December 2024 (the 'Reporting Period') and should be read in conjunction with the preceding Modern Slavery Statement.

About Regeneron Canada

Regeneron Canada, an unlimited company formed under the laws of Nova Scotia, is an indirectly, wholly-owned subsidiary of Regeneron Pharmaceuticals, Inc., a New York corporation headquartered in the United States. It is engaged in the commercialisation and distribution of approved drug products in Canada. Its national headquarters is located in Mississauga, Ontario.

Supply Chain

Regeneron Canada's supply chain operations is centrally organised and managed through Regeneron's global procurement and vendor management systems, and complies with Regeneron's global policies identified in the preceding Modern Slavery Statement. For further information about Regeneron Canada's supply chain due diligence, vendor policies, and risk and performance assessments, please refer to Regeneron's Modern Slavery Statement.

Remediation

During the Reporting Period, Regeneron Canada has not identified any instances of forced labour or child labour in its activities or its supply chains. As such, it has not been necessary for Regeneron Canada to take any measures to remediate or eliminate the use of forced labour or child labour, or to address any resulting loss of income to vulnerable families. Regeneron Canada will continue to assess its activities and supply chain and consider appropriate means of remediation for forced labour and child labour should they arise.

Attestation

In accordance with section 11(4)(a) of the Act, this Statement was approved by the Board of Directors of Regeneron Canada Company on 27 May 2025.



Acher Elfassy
Director, Regeneron Canada Company
27 May 2025