

Regeneron Personal Data Privacy Notice for Job Prospects and Candidates

This privacy notice explains the personal data handling practices of Regeneron Pharmaceuticals, Inc., Regeneron Genetic Center, LLC, Regeneron Capital International BV, Regeneron GmbH, Regeneron Healthcare Solutions, Inc., Regeneron NL B.V., Regeneron UK Limited, Regeneron Canada Company, Regeneron India Private Limited, and other affiliates (collectively “Regeneron”) with respect to personal data we collect about job prospects and candidates. It explains what personal data we collect about you, how it’s used, and with whom we may share it. This notice also explains your rights about your personal data. This privacy notice applies to all personal data about you that we process.

Regeneron is the data controller of your personal data.

Personal Data That We Collect

The personal data that Regeneron collects and processes about you may come directly from you or from public or third-party information sources. Personal data about you includes all data that identifies you or can be used to identify you. The types of personal data that we collect may include the following categories of data:

- **Personal identification and contact details:** Name, postal address, telephone and fax numbers, mobile number, and email address.
- **Employment information:** Resume/CV, letter of interest, application form, interview information, search and employment firm reports, background/reference checks and reference information, and where applicable, test results or certification of fitness results.
- **Background information:** Such as your educational background, including degrees, certificates, and transcripts.
- **Reimbursement information:** Travel and other interview-related expense data.
- **Financial information:** Salary, tax information, bonuses, benefits, stock and equity grants, credit card and bank account details.
- **Other information:** such as personal interest or hobbies that you choose to share with Regeneron in your application or interview.
- **Technology use:** Technical information about your use of Regeneron sites and applications, such as cookies and IP address.
- **Sensitive Data:** To the extent legally permitted in your country, national identifier, criminal history, drug test (pass/fail), vaccine status, disability status, physical or mental health, ethnicity, race, sex, gender, veteran status, dietary restrictions and travel requirements.

We collect personal data from you when you use the Regeneron Sites. We use certain cookies, web beacons and other tracking technologies to collect information. Other than for Regeneron, Regeneron does not collect, use, disclose or otherwise process your Personal Data for direct marketing.

How We Use Your Personal Data

Regeneron interacts with job prospects and candidates and collects their personal data for the purposes described below. Please note we do not sell job prospect or candidate personal data for monetary or other valuable consideration. The following are purposes in which we collect and process personal data about you to:

- **HR recruitment, planning and organizational development:**
 - Review your application through Regeneron’s talent acquisition system
 - Evaluate your qualifications for Regeneron job opportunities
 - Perform recruitment activities
 - Conduct background/reference check and identity verification, when applicable
 - 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
- **Travel Coordination**
 - Organize travel and hotel accommodations for interviews
 - Reimburse you for interview-related travel expenses
- **Interview Process**
 - Interviewee preparation
 - Facilities access and coordination
 - Recruitment event planning
 - Candidate debriefs
 - Offer proposal or candidate rejection
 - Support Diversity, Equity and Inclusion requirements
 - Promote equal employment opportunity
- **Diversity, Equity and Inclusion (DEI)**
 - Provide an equitable and inclusive recruitment process
- **Legal and Regulatory Compliance**
 - Comply with applicable laws and regulations
 - Office of Federal Contract Compliance Programs (OFCCP) report
- **Process Improvement**
 - Improve processes and services

Table 1: Summary of categories of Personal Data collected by Regeneron and the associated purposes for which Regeneron collects Personal Data.

CATEGORY OF PERSONAL DATA COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL DATA
Personal identification and contact details	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination • Interview Process • DEI
Employment information	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination • Interview Process
Background information	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination • Interview Process • Legal and Regulatory Compliance
Reimbursement information	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination
Financial information	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination

CATEGORY OF PERSONAL DATA COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL DATA
Other information	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination • Interview Process • Legal and Regulatory Compliance • DEI • Process Improvement
Technology use	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Interview Process
Sensitive Data	<ul style="list-style-type: none"> • HR recruitment, planning, and organizational development • Travel Coordination • Interview Process • Legal and Regulatory Compliance • DEI • Process Improvement

Regeneron collects this personal data about job candidates for these purposes based on legitimate interest and where job candidates have provided Regeneron their consent. We also use your personal data to comply with our legal obligations, including mandatory reporting.

Automated Decision-Making

Automated decision making may be applied to automated processes in the job application process to determine a candidate's disposition (e.g., candidate eligibility to work in the U.S.); however, the candidate selection processes are not based solely on automated decision-making.

Receiving and Sharing Data

Your personal data may be disclosed to Regeneron's affiliates, third-parties and representatives for the purposes described in this privacy notice. Periodically, we also may obtain information about you from public sources or third parties (e.g., identity verification, background screenings, or recruitment leads).

Regeneron may contract with third parties to perform activities or functions related to the purposes specified above on behalf of Regeneron that involve the use of personal data about you. In such cases, Regeneron will require these third parties to protect the privacy, confidentiality and security of the personal data that is shared with them. These third parties will be required to agree that they will not use or disclose personal data about you except as necessary to provide services to us or perform services on our behalf, or as necessary to comply with applicable laws or regulations. We may allow our service providers to use anonymized data to improve a service or product that will support the services being provided to Regeneron.

There may be scenarios where we would be required to provide your personal data in response to a court order, subpoena, or search warrant. Although, we will be diligent in the protecting your personal data, we will cooperate with such requests.

International Data Transfer

Your personal data may be accessed from or transferred to the United States and other countries where Regeneron is located. Although these countries may not have the same level of personal data protection as the country where you live, Regeneron has implemented technical and organizational safeguards to protect your personal data and is ultimately responsible for protecting your privacy. While security measures implemented by Regeneron reduce the risk of your personal data being misused or accessed by unauthorized individuals, such risks cannot be eliminated entirely.

If you are located in the EU, be advised that Regeneron has implemented the European Commission's Standard Contractual Clauses for transfers of personal data between our affiliates and collaborators, which require all parties to protect personal data they process from the EEA in accordance with European Union data protection laws.

Data Retention

The personal data we collect about you may be stored for as long as we have an ongoing legitimate business need or a legal obligation to do so. Where your personal data was collected pursuant to a consent, we honor the stated retention statement.

We will only retain your personal data where there is a legal basis to do so. Once it is determined that there is no legal basis to retain your personal data it is deleted or anonymized (where it can no longer be used to identify you directly or indirectly).

Security

Regeneron is committed to protecting personal data from loss, misuse, disclosure, alteration, unauthorized access, and destruction and takes all reasonable precautions to safeguard the confidentiality of personal data. Although we make every effort to protect the personal data which you provide to us, the transmission of information over the Internet is not completely secure.

As such, you acknowledge and accept that we cannot guarantee the security of your Personal Data transmitted to us over the Internet and that any such transmission is at your own risk. Once we have received your personal data, we will use strict procedures and security features to prevent unauthorized access.

Where we have given you (or where you have chosen) a password which enables you to access an account with us, you are responsible for keeping this password confidential. We ask you not to share a password with anyone. We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

Your Rights

The following rights are provided to you in relation to your personal data:

- **Right to Notice.** Before or at the time we collect personal data from you, you have the right to receive notice of the data to be collected and the purposes for which we use it.
- **Right of Access.** You have the right to request that we disclose or provide you with access to the Personal Information we have collected about you.

- **Right to Deletion.** You have the right to request that we delete the personal data we collect from you.
 - In certain situations we are not required to delete your personal data, such as when the information is necessary in order to complete the transaction for which the personal data was collected, to provide a good or service requested by you, to comply with a legal obligation, to engage in research, to secure our websites or other online services, or to otherwise use your Personal Information internally in a lawful manner that is compatible with the context in which you provided the information.
- **Right to Restricted Processing.** You have the right to request a restriction to the processing, and object to the processing of personal data about you
- **Right to Opt-Out of the Sale of Personal Information.** Regeneron does not sell the personal data.
- **Right Not to Be Subject to Discrimination.** If you are a California resident, you have the right to be free from discrimination or retaliation for exercising any of your rights under the California Consumer Privacy Act of 2018 (“CCPA”).

If you are a California resident, you have the rights listed above as granted by the CCPA. In addition to the rights above you have the right to request that we disclose to you the categories of personal information we have collected about you in the preceding 12 months, along with the categories of sources from which the personal information was collected, the purpose for collecting or selling the personal information, the categories of third parties with whom we shared the personal information, and the categories of third parties with whom we sold the personal information.

These rights may be limited to jurisdictions that require it by law. Limitations also apply where regulatory requirements may prevent us from fulfilling the request. In some instances, this may occur in order to preserve scientific integrity, as your personal data must be managed in specific ways in order for the information to be reliable and accurate and to meet regulatory obligations of Regeneron and its affiliates. In addition, such rights are limited, where the rights of other persons would be violated, where any other legal exemptions to data subject access requests may apply, where your request is not legitimate or applicable, or where it is required to conduct company business to the extent allowed by applicable data protection laws.

Where you submit a request to exercise your right of access or deletion, we are required to verify that you are who you say you are. We verify every request carefully, and you may be requested to provide additional personal data for the verification process.

How to Reach Us

To exercise your data privacy rights, to file a concern, complaint, or to opt-out of particular programs, please contact our Privacy Office DataProtection@Regeneron.com or by calling + 1 844-835-4137.

For more information about your privacy rights, or if you are unable to resolve a problem directly with us and if you are an EU citizen and wish to make a complaint, you can contact your local Data Protection Authority (DPA). A listing of each EU country's DPA may be found here: http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm.