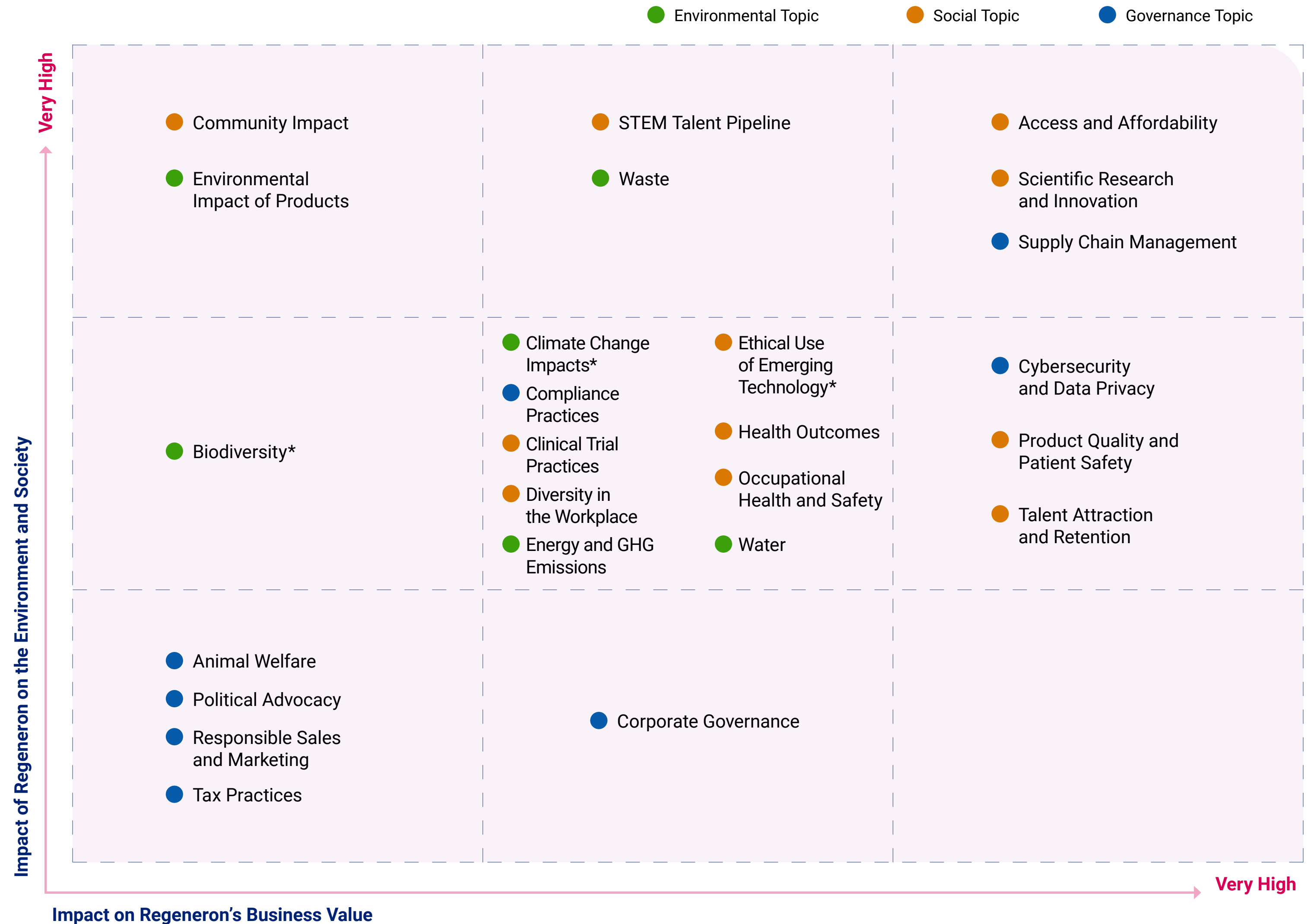


MATERIALITY ASSESSMENT

In 2023, we performed a robust double materiality assessment to identify our priority ESG topics. The assessment considers our impact on society and the environment as well as how ESG risks and opportunities may impact our business. In this process, we interviewed Regeneron’s executive team, conducted an employee survey and engaged our stakeholders, including investors, collaborators, suppliers, patient groups and nonprofit organizations. The assessment was also informed by big data analytics. The findings summarized here were reviewed by the CGCC of the Board and will inform an update of our responsibility strategy, our next generation of our responsibility goals and our future responsibility reporting.

Material topics may change as our business and operational landscape continue to evolve. This report is in alignment with findings from our [2018 materiality assessment](#) as we are integrating the 2023 assessment outcomes. See more information in our [2023 Double Materiality Topic Definitions](#).



*New topic that wasn't included in 2018 materiality assessment.

2023 DOUBLE MATERIALITY TOPIC DEFINITIONS

SOCIAL TOPICS	DEFINITION
Clinical Trial Practices	Ensuring safe and ethical treatment of participants, informed consent, equitable access, diverse enrollment, transparent reporting and regulatory compliance in clinical trials.
Community Impact	Contributions to the local communities where the company operates, including economic development, educational opportunities and philanthropy.
Diversity in the Workplace	Equitable treatment, opportunities and representation, fostering a culture of fairness, belonging and mutual respect among employees.
Ethical Use of Emerging Technology	Ethical aspects of using genetic/biologic material (e.g., stem cell research) and advanced technologies such as AI and machine learning.
Access and Affordability	Facilitate access to high-quality, affordable medicines and medical services for people who need them.
Health Outcomes	Efforts to enhance disease prevention, disease awareness and adherence to treatment to improve patients' health and wellbeing.
Occupational Health and Safety	Respect for workers' rights to life, health, and safety and minimizing workers' exposure to potential health and safety hazards.
Product Quality and Patient Safety	Ensuring product quality, safety and regulatory compliance through robust protocols, defect prevention, risk management and effective safety measures.
Scientific Research and Innovation	R&D and innovation to create needed new medicines for patients, inclusive of protecting intellectual property rights to facilitate continued innovation, protect patients and promote collaboration.
STEM Talent Pipeline	Fostering the next generation of STEM talent to ensure a diverse and deep pool of scientific innovators.
Talent Attraction and Retention	Ability to recruit and engage employees with skill sets required for the current and future success of the business, with focus on areas such as training and development, compensation and employee well-being.

ENVIRONMENTAL TOPICS	DEFINITION
Biodiversity	Maintenance of biodiversity (e.g., living organisms in an area, encompassing different species, genetic diversity and ecosystems), including impacts resulting from raw material sourcing, land use change (e.g., construction) and water use.
Climate Change Impacts	Physical risks (e.g., extreme weather, flooding, drought, rising temperatures) and transition risks (e.g., stakeholder expectations, regulations, prices, energy availability) of climate change across operations and value chain.
Energy and GHG Emissions	Energy consumption, including energy efficiency and renewable energy adoption throughout operations and supply chain. GHG emissions (e.g., carbon dioxide, methane, nitrous oxide) from business operations and value chain activities that contribute to climate change, including emissions from energy use, transportation, refrigeration and purchasing.
Environmental Impact of Products	Product impacts on natural resources and ecosystems throughout their lifecycle, including impacts resulting from extraction and use of raw materials, production of product delivery apparatuses (e.g., autoinjectors, syringes) and packaging and impacts related to disposal of products and packaging.
Waste	Hazardous (e.g., chemicals, biohazardous materials) and non-hazardous (e.g., plastics, food scraps) waste disposal and generation across the value chain, including R&D, manufacturing and supply chain.
Water	Water withdrawals and discharges from business operations, including wastewater.

GOVERNANCE TOPICS	DEFINITION
Animal Welfare	Ethics related to the use of animals to assess the safety and efficacy of potential medical products.
Compliance Practices	Efforts to maintain a culture of ethics and integrity, including compliance with anti-bribery, anti-corruption, antitrust and fair competition, and all other applicable laws and regulations. Including associated reporting mechanisms and remediation efforts.
Corporate Governance	Maintaining high-quality corporate governance policies and practices, including areas such as Board composition and effectiveness, oversight of management, executive compensation and succession planning.
Cybersecurity and Data Privacy	Protecting computer systems, devices, networks and data from unauthorized access, attacks and disruptions, ensuring their confidentiality, integrity and availability. The protection of personal information, including handling, storage and usage of data, to safeguard individual privacy rights of employees, patients, payers and other relevant stakeholders.
Political Advocacy	Ethics related to political engagement and public policy activities, including approach to lobbying, political contributions and disclosure.
Responsible Sales and Marketing	Fair, transparent and compliant marketing and promotion of our products and services that enable patients and HCPs to make informed decisions.
Supply Chain Management	Management systems and processes that ensure supplier reliability, continuity of supply, quality assurance, supplier diversity, fair relations and due diligence on adverse impacts.
Tax Practices	Approach to taxation that is efficient, transparent and compliant with domestic and international laws.