

## SPOTLIGHT ON OUR EMPLOYEE RESOURCE GROUPS

Our Employee Resource Groups are teams of cross-functional employees who collaborate to support science and global communities and provide inclusive professional development and leadership opportunities. These organizations represent the diversity of our colleagues and provide a forum to connect, share their lived experiences and learn from each other. Employee Resource Groups are open to all colleagues. Learn more about these groups.



The Asian and Pacific Islander (API) ERG empowers the API community and contributes to a diverse, equitable, and inclusive workplace in four key areas: talent equity, health equity, social equity, and cultural diversity. The API ERG seeks to elevate API voices and talents by supporting professional and career development, engaging in outreach and initiatives to promote science and health equity, fostering allyship and open dialogue to further social justice, and celebrating the community's cultures and experiences.



ASPIRE-DI (Accommodations and Support Promote Inclusion at Regeneron for Everyone—Disability Inclusion) ERG was founded to enhance the experience of people with disabilities (PWD) and their allies (including caregivers, family, and friends of PWD) globally at Regeneron. The group aims to provide a safe, supportive, and inclusive environment for employees living with a wide range of disabilities (regardless of the visibility and disclosure of the disability) and allied employees through outreach, accommodations, allyship, talent acquisition and development, networking opportunities, providing education resources, and employee advocacy.



The Black ERG's goal is to create a safe space for Black people at Regeneron to feel supported, build their network, and increase access to career opportunities. BLK focuses on five key areas: mentorship, cultural awareness, community engagement and allyship, enhancing the Black experience and celebrating Black culture.



Juntos, the Hispanic and Latinx ERG at Regeneron, works to attract, retain and empower Hispanic and Latinx employees and leaders. Juntos fosters a community and culture of inclusion and equity for Latinx and Hispanic employees through various professional and leadership development events.



LGBTQ+ aims to create a safe, supportive, and inclusive environment that recognizes and develops LGBTQ+ individuals and talent both inside Regeneron and our larger community. The group enhances the LGBTQ+ experience through community outreach, allyship, educational resources, talent development, social and networking opportunities and employee advocacy.



MENA (Middle Eastern North African) ERG provides a forum and a sense of community among Middle Eastern employees across Regeneron. The group seeks to raise awareness about MENA countries and culture, break down negative stereotypes, and coordinate social activities where our colleagues can come together to have fun, learn from one another, and celebrate diversity at Regeneron.



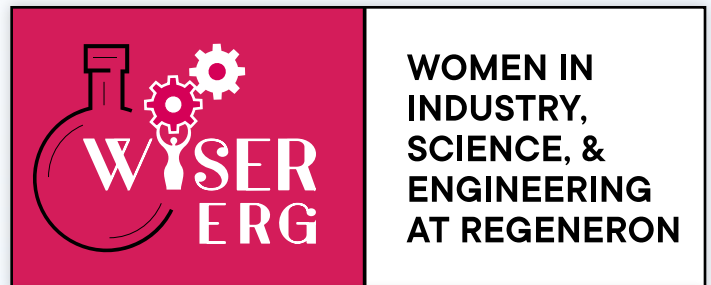
RISE, which stands for "Resilience IS Essential," is focused on fostering a supportive and welcoming community while challenging the stigma around mental health. RISE encourages discussions about mental health challenges in the workplace and beyond, and presents educational and volunteer opportunities to recognize and develop all individuals, regardless of their mental health status.



The mission of SA+ is to elevate and advance the needs and foster understanding of the South Asian community. SA+ seeks to empower Regeneron colleagues with professional development and networking opportunities, provide cultural education and drive open dialogue through immersive events and celebrations, support local communities by volunteering and charity, and raise awareness of health disparities and disease prevalence among South Asians.



The Veteran Engagement Team (VET) ERG, through its veteran and non-veteran membership, contributes to a diverse, equitable and inclusive workplace by celebrating and supporting veterans and their families. VET leads programs that promote veteran inclusion, support diversity in clinical trials, incorporate veteran-friendly hiring practices and commit to a sourcing strategy that includes veteran-owned businesses. In addition, VET maintains a strong focus on social responsibility and giving back to the veteran and military community of people who have already given so much.



WISER (Women in Industry, Science, and Engineering at Regeneron) provides a platform to support women's professional development, well-being and community outreach. WISER's vision is that Regeneron is a safe and inclusive space with representation of women at all levels. WISER values diverse perspectives, supports individual well-being, recognizes talent, empowers career advancement, and positively impacts our community.

Learn more about  
careers at Regeneron >