



## 2021 Highlights and Progress Toward Our Goals

Regeneron's 2025 global responsibility goals, which span our three strategic focus areas, reflect our mission to bring important new medicines to people with serious diseases. Our accompanying environmental targets are designed to drive reductions in energy and greenhouse gas (GHG) emissions, waste and water. We used leading corporate responsibility frameworks, including the United Nations Sustainable Development Goals (UN SDGs), to help guide the development of our 2025 goals.

The UN SDGs represent a global agenda to address the most pressing problems facing our world today. We recognize the urgency of this global initiative and have identified five goals where we can deliver the most impact.

Our focus on these SDGs helps guide implementation of our responsibility strategy and goals and informs how we engage with our stakeholders and communicate our responsibility efforts and initiatives. Learn more about how we contribute to advancing the UN SDGs [here](#).

### SDGs Where We Can Deliver the Most Impact



GOOD HEALTH  
AND WELLBEING



QUALITY  
EDUCATION



GENDER  
EQUALITY



RESPONSIBLE CONSUMPTION  
AND PRODUCTION



PARTNERSHIP FOR  
THE GOALS

## Improving the Lives of People with Serious Diseases

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Use the power of science to discover and advance important new medicines while continuing to make substantial investments into R&amp;D.</p>	<ul style="list-style-type: none"><li>• Reinvested \$2.9B of revenues into our R&amp;D efforts</li><li>• Advanced our clinical pipeline of 30+ investigational medicines</li><li>• Received FDA approval for potentially transformational new therapy <u>Evkeeza</u> (evinacumab-dgnb) for patients with homozygous familial hypercholesterolemia (HoFH)</li><li>• Received approval in the U.S. and European Union for <u>Libtayo</u> (cemiplimab) for the treatment of certain patients with advanced or metastatic basal cell carcinoma and advanced non-small cell lung cancer (NSCLC)</li><li>• Received FDA approval for <u>Dupixent</u> (duplimab) for treatment in patients as young as six years of age for asthma</li></ul>
<p>Identify genetic insights that will support the discovery and advancement of tomorrow's medicines through our Regeneron Genetics Center.</p>	<ul style="list-style-type: none"><li>• Sequenced around 2 million people through the RGC</li><li>• Established 110+ RGC collaborations in 23 countries</li><li>• Discovered rare <i>GPR75</i> genetic mutations that are associated with protection against obesity, opening the door for potential new medicines to help treat or prevent obesity</li></ul>

## Improving the Lives of People with Serious Diseases

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Support organizations that offer disease prevention, diagnosis and treatment for people touched by serious diseases.</p>	<ul style="list-style-type: none"> <li>• Engaged 146 global and U.S. patient advocacy and professional societies across 28 diseases</li> <li>• Supported initiatives such as Elevating Cancer Equity to close gaps in healthcare in underserved communities</li> <li>• Partnered to provide critical patient support during the pandemic, including COVID-19 educational resources for patients and providers</li> </ul>
<p>Set fair, value-based prices for our medicines and break down barriers to patient access.</p>	<ul style="list-style-type: none"> <li>• Engaged public health agencies, government and non-governmental agencies and others in our industry to facilitate continued access to our Ebola treatments in low- and middle-income countries (LMICs)</li> <li>• Granted 1,067 requests for compassionate use, based on our established criteria, to provide eligible patients access to <u>REGEN-COV</u> (casirivimab with imdevimab), our novel antibody cocktail for COVID -19</li> <li>• Delivered 2.8 million doses of REGEN-COV to the U.S. government; the government provided the treatment to eligible patients in the U.S. free of charge<sup>1</sup></li> <li>• With our partner Roche, REGEN-COV (known as Ronapreve™ outside the U.S.) has been made available to patients in more than 50 countries across many geographies and economics, including LMICs</li> <li>• Provided support to 724,000 eligible patients,<sup>2</sup> including providing free medicine through our patient support programs to nearly 44,000 eligible patients, a value of nearly \$859 million<sup>3</sup></li> </ul>

<sup>1</sup> Healthcare facilities may charge fees related to administration.

<sup>2</sup> Regeneron patient support programs are limited to patients in U.S. states and territories.

<sup>3</sup> Based on 2021 year-end wholesale acquisition cost.

## Fostering a Culture of Integrity and Excellence

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
<p>Cultivate a leading employee experience that is rooted in our unique science-driven culture.</p>	<ul style="list-style-type: none"> <li>Expanded annual engagement outreach through our new employee experience and inclusion survey; 9 out of 10 employees said Regeneron is a great place to work</li> <li>Fostered employee retention rate of 92%</li> </ul>
<p>Increase representation of diverse individuals in leadership and foster inclusion across our organization.</p>	<ul style="list-style-type: none"> <li>Rolled out diversity, equity and inclusion (DEI) strategy – Better Workplace, Better Science and Better World</li> <li>Measured progress against goal, with our leadership (VP and above) comprised of 25% women globally and 19% people of color (U.S. only), marking a respective increase of 4% and 19% over the past three years</li> <li>Launched our first employee inclusion index, with employees reporting their strong agreement with statements such as “I am treated fairly at work”</li> </ul>
<p>Be vigilant in ensuring integrity remains at the core of how we operate.</p>	<ul style="list-style-type: none"> <li>Reinforced our high ethical standards through comprehensive programs and trainings; 98.5% of employees and contractors registered their completion of annual Code of Conduct training</li> <li>Launched our True North program which focuses on empowering all colleagues with the tools and guidance they need to make ethical and risk-informed decisions</li> <li>Published our <a href="#">Data Privacy Philosophy</a>, which outlines our approach to data transparency, ethics and respect</li> </ul>
<p>Implement continuous improvements to uphold our high-quality, safe and reliable product supply.</p>	<ul style="list-style-type: none"> <li>Sustained our high product quality and safety standards, maintaining zero product recalls as a result</li> <li>Promoted continuous improvement through our IOPS group’s Simple Logical Improvements Matter program, with 100% of IOPS employees submitting and implementing continuous improvements</li> </ul>
<p>Make Regeneron the safest part of people’s day by focusing on prevention in our drive towards zero incidents.</p>	<ul style="list-style-type: none"> <li>Extended business changes made at start of the pandemic, such as work-from-home policies for a significant portion of our employees and enhanced health and safety protocols for onsite employees</li> </ul>

## Building Sustainable Communities

ALIGNED SDGs



GOAL	2021 PROGRESS HIGHLIGHTS
Drive employee volunteer levels above national standards.	<ul style="list-style-type: none"><li>• Continued to provide volunteer programs in virtual and hybrid formats to support our non-profit partners while safeguarding health and safety during the COVID-19 pandemic</li><li>• Provided engaging volunteer opportunities, with roughly 4,400 employees volunteering more than 19,300 hours</li></ul>
Foster the next generation of scientific innovators by providing STEM (Science, Technology, Engineering and Math) experiences to 2.5 million students.	<ul style="list-style-type: none"><li>• Provided STEM experiences to nearly 1.2 million students since 2020</li><li>• Continued our \$100-million, 10-year title sponsorship of Regeneron Science Talent Search and \$24-million, 5-year title sponsorship of Regeneron International Science and Engineering Fair</li><li>• Continued to invest significantly in advancing STEM equity, allocating \$3.1 million annually to fund the Society for Science's STEM outreach and equity programs</li></ul>
Achieve our environmental targets to help protect and restore the planet.	<ul style="list-style-type: none"><li>• <i>See next page for progress against our environmental targets</i></li></ul>

## Environmental Targets

ALIGNED SDGs



CATEGORY	GOAL	2021 PROGRESS HIGHLIGHTS
Energy & 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"> <li>Reviewed Scope 3 data and engaged supply chain experts to inform our Scope 3 strategy</li> <li>Delayed meeting target to focus on gaining more insight into emissions hot spots so that we could more meaningfully engage our suppliers on this topic</li> </ul>
	By 2023, set global science-based targets for Scope 1 and 2 GHG emissions.	<ul style="list-style-type: none"> <li>Evaluated evolving criteria for setting science-based targets</li> </ul>
	By 2025, reduce our combined Scope 1 & 2 (market-based) GHG emissions per square meter by 30% based on a 2016 peak baseline.	<ul style="list-style-type: none"> <li>Reduced combined Scope 1 and 2 (market-based) GHG emissions per square meter by 15% compared to 2016</li> </ul>
	By 2025, invest in the production of renewable power to meet our long-term electricity needs.	<ul style="list-style-type: none"> <li>Installed a 133-kilowatt (kW) solar array at our New York production site</li> <li>Allocated 188 kW of renewable hydropower for our Sleepy Hollow, New York, campus, through the ReCharge NY Initiative; it is expected to come online in 2022</li> </ul>
	<p>By 2025, match 50% of our electricity consumption with electricity from certified renewable energy sources.</p> <p>By 2035, match 100% of our electricity consumption with electricity from certified renewable energy sources.</p>	<ul style="list-style-type: none"> <li>Achieved 20% renewable electricity</li> <li>Maintained 100% renewable electricity at Irish production site<sup>1</sup></li> </ul>

<sup>1</sup> Limerick's renewable energy use is not certified at this time.

## Environmental Targets

ALIGNED SDGs



CATEGORY	GOAL	2021 PROGRESS HIGHLIGHTS
Waste	By 2021, achieve zero waste to landfill status at all Regeneron sites. <sup>1</sup>	<ul style="list-style-type: none"> <li>Continued to divert 100% of waste from landfill; first achieved target in 2020</li> </ul>
	By 2021, compost food waste at all sites with more than 2,000 employees.	<ul style="list-style-type: none"> <li>Maintained robust composting programs at our New York and Ireland IOPS sites, with planning underway for a composting program for our Tarrytown headquarters; installation has been postponed due to pandemic and logistics-related delays</li> </ul>
	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"> <li>Partnered with a holistic waste management vendor to uncover sources of plastic waste at our New York production site and divert the plastics to recycling plants</li> <li>Piloted a recycling program for R&amp;D lab plastics</li> <li>Replaced smaller 1,000-liter plastic containers being used to house raw materials with bulk storage containers at our Irish production site, resulting in less hazardous and plastic waste</li> </ul>
Water	By 2025, improve water efficiencies by implementing global water mapping strategy and water stewardship program.	<ul style="list-style-type: none"> <li>Finalized water mapping study at our New York production site, following successful study at our Limerick facility, to provide blueprint of where we use water in our operations and where we can increase efficiencies</li> <li>Completed our water for injection system control project at our Irish production site, which is projected to save 8.5 million liters of water per year as well as energy, labor and material costs</li> </ul>

<sup>1</sup> Excludes construction and demolition waste.