



2018

**RESPONSIBILITY
REPORT**

REGENERON

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SUMMARY



We are pleased to share Regeneron's second consolidated Responsibility Report highlighting our accomplishments across our three strategic responsibility pillars:

1. **Improve the lives of people with serious disease**
2. **Foster a culture of integrity and operational excellence**
3. **Build a better future**

Since Regeneron was founded three decades ago, we have stayed true to our mission of harnessing the power of science to bring important new medicines to people with serious diseases. We believe that operating as a good corporate citizen is crucial to delivering on this mission and have taken steps to further embed responsibility across the business.

In 2018, we established a Responsibility Committee made up of cross-functional business leaders to ensure accountability for our responsibility efforts. In addition, the Corporate Governance and Compliance Committee of our board of directors now has formal oversight of the responsibility strategy. We also completed our first materiality assessment to make sure we continue to prioritize the responsibility topics that are most significant to our business and to our stakeholders.¹ The results of this analysis inform this report's more comprehensive coverage of top issues.

This year, we were pleased to achieve important new regulatory approvals for our products and to continue expanding our clinical product pipeline. As our pipeline of investigational candidates grows, so too has the

Regeneron family. We now have more than 7,300 people across seven sites. We are proud that we were once again ranked as the #1 place to work in the biopharmaceutical industry by *SCIENCE* magazine, reflecting the deep commitment and engagement of our people.

We recognize patients are counting on us and never take their trust for granted. We are committed to inventing new medicines for a range of serious diseases and to meeting or exceeding ethical standards to continue delivering high-quality products.

We apply this same high standard to how we address the health of our planet. For example, we strive to mitigate our impact by finding new and better ways to reduce, reuse, recycle and compost waste. We are proud to have diverted 98 percent of waste from landfill, surpassing our five-year goal. We recognize there is still work to be done to combat climate change and we are committed to doing our part.

We are deeply invested in helping to foster future scientific innovators in the generations to come. We invest 93 percent of our corporate philanthropic support in STEM (Science, Technology, Engineering and Math) initiatives that reward and inspire promising young minds. We are particularly proud of our 10-year commitment to provide \$100 million to support the Regeneron Science Talent Search, formerly sponsored by Intel and

Westinghouse, the nation's oldest and most prestigious high school science competition.

These are just a few highlights of how we put our corporate philosophy of 'Doing Well by Doing Good' into action. We invite you to review this report to learn more about our responsible business practices and initiatives. We welcome your feedback on how we can continue to improve our responsibility strategies and programs.

Sincerely,



Leonard S. Schleifer, M.D., Ph.D.
Founder, President and Chief Executive Officer



George D. Yancopoulos, M.D., Ph.D.
Founding Scientist, President and Chief Scientific Officer



P. Roy Vagelos, M.D.
Chairman of the Board

1. In this report, we use the terms "material" and "materiality" to refer to topics that reflect Regeneron's meaningful economic, environmental and social impacts or that influence the assessments and decisions of stakeholders, or what sustainability organizations and standards commonly define as "Material Aspects." The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.



2018 HIGHLIGHTS

OUR GROWING TEAM

7,300+

Employees from 100+ countries in 7 locations

#1Top ranked biopharma employer in *Science* global survey for 6th time**89%**

Employees who said Regeneron is a great place to work in our annual employee engagement survey

REGENERON GENETICS CENTER

500K

Individuals sequenced by the Regeneron Genetics Center, as of January 2019

SCIENTIFIC PUBLICATIONS

107

Peer-reviewed publications in 2018

COMMUNITY INVOLVEMENT

\$12.9M

Donated in corporate-level philanthropy grants, including contributions under our Matching Gift Program

\$10.4M

In support of the Regeneron Science Talent Search, and national outreach and equity programs in science education

4,000+

Employees participated in our second annual Day for Doing Good, logging more than 14,000 hours of service

PIPELINE INNOVATION

2

Major regulatory approvals in 2018

TECHNOLOGY ADVANCEMENTS

1,625

Patents granted worldwide in 2018, more than double the number granted in 2017

ENVIRONMENTAL STEWARDSHIP

30%

Reduction in our greenhouse gas emissions per employee over the past five years, achieving our goal

98%

Waste diverted from landfill, surpassing our goal



ABOUT OUR BUSINESS

We are a leading science and technology company that delivers life-transforming medicines for serious diseases.

Founded and led for more than 30 years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to seven FDA-approved treatments and 20 product candidates in development, all of which were homegrown in our laboratories. Our medicines and pipeline span multiple therapeutic areas, including eye diseases, allergic and inflammatory diseases, cancer, cardiovascular and metabolic diseases, musculoskeletal diseases, infectious diseases and rare diseases.

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SNAPSHOT OF OPERATIONS



7,300+
employees

APPROVED AND MARKETED MEDICINES

ARCALYST®
(rilonacept)

DUPIXENT®
(dupilumab)¹

EYLEA®
(aflibercept) Injection²

KEVZARA®
(sarilumab)¹

LIBTAYO®
(cemiplimab-rwlc)¹

PRALUENT®
(alirocumab)¹

ZALTRAP®
(ziv-aflibercept)³

1. Developed and commercialized under global collaboration with Sanofi

2. Commercialized by Bayer ex-U.S.

3. Commercialized exclusively by Sanofi



FINANCIAL HIGHLIGHTS

2016

2017

2018

\$4.9B

Revenues

\$5.9B

Revenues

\$6.7B

Revenues

\$2.1BR&D
spend**\$2.1B**R&D
spend**\$2.2B**R&D
spend

2018/2019 AWARDS

SCIENCE MAGAZINE

Ranked #1 employer in global survey of biopharmaceuticals industry

FORBES

One of the world's Most Innovative Companies

"THE CIVIC 50"

One of the most community-minded companies in the U.S.

FORTUNE

Ranked among 100 Best Companies to Work For

GREAT PLACES TO WORK

Included on the Best Large Workplaces in Ireland list

IDA IRELAND

Won "Grand Prix" and "Excellence in Regional Investment" awards

SHINGO PRIZE

Rensselaer Industrial Operations and Product Supply (IOPS) honored for continuous improvement and manufacturing excellence



OUR LEADERSHIP

Our leadership team possesses rich and diverse industry knowledge, a passion for science and a shared commitment to help transform lives. Learn more about our leadership on our [website](#).

P. Roy Vagelos, M.D.

Chairman

Leonard S. Schleifer, M.D., Ph.D.

Founder, President and Chief Executive Officer

George D. Yancopoulos, M.D., Ph.D.

Founding Scientist, President and Chief Scientific Officer

Board of Directors

Regeneron's [board of directors](#) includes Nobel laureates, physicians and scientists. More than half of Regeneron's board are members of the National Academy of Sciences, and they all share our commitment to sustainable innovation for patients through a long-term approach. Regeneron was one of the first companies to form a Technology Committee as an integral component of the board, a practice that has since become industry standard and which demonstrates our company's commitment to scientific excellence.

For more information, see our 2018 Annual Report, 2019 Proxy Statement and the [corporate governance](#) section of our website.





OUR BUSINESS MODEL

At Regeneron, we lead with science. We are motivated by our mission of repeatedly bringing important new medicines to patients living with serious disease.

We believe that a long-term view is needed in our industry as the path from initial discovery to a product for patients can take more than ten years. We also believe long-term leadership provides continuity and value to an innovative business. We have been led for three decades by our founders Len Schleifer and George Yancopoulos, who have established a consistent vision and culture that sets us apart. Our Chairman, Roy Vagelos, has been with the company for more than 20 years.

Our business is built on our deep scientific and technological capabilities, which drive our research and development and production efforts. Running the business responsibly has always been at the heart of how we operate and impacts every part of our business, from diseases we choose to research to how we price our medicines.



Research and development (R&D)

We invest heavily in R&D – more than \$2 billion in each of the past three years. This focus on R&D has resulted in a completely homegrown pipeline, all invented in our labs. Our investments and unique proprietary technologies help us accelerate the average time from discovery to drug approval and improve success rates in order to reach patients faster.



Production and distribution

With facilities in New York State and Limerick, Ireland, our award-winning IOPS team manufactures, distributes and provides quality assurance for a wide range of our biologic medicines, including our approved antibodies and those involved in clinical studies.



Responsible and value-driven pricing

Our medicines only matter if patients in need can afford them. We seek input from a variety of stakeholders to determine fair pricing, and work with insurers and physicians to improve access to treatment. We provide patient support services to help patients through their treatment journey. Read more in Improving Lives.



Collaborations

Collaboration increases our effectiveness in bringing more people the treatments they need. We collaborate with large pharmaceutical companies such as Bayer and Sanofi to support R&D, help bring our products to market and increase their accessibility to patients around the world. We welcome collaboration with other companies, including innovative startups, as well as non-profit organizations, government

entities and academic institutions to advance R&D. Read about one of our large-scale genetic sequencing collaborations with the UK Biobank and a consortium of leading life sciences companies in Improving Lives.

Some of our current collaborators include:

Anylam
Bayer
bluebird bio
Columbia University
Decibel
Icahn School of Medicine at Mount Sinai
Intellia Therapeutics
Sanofi
Teva

Details about our collaborations can be found at <https://www.regeneron.com/collaborations>.



OUR CULTURE

Since our founding 30 years ago, Regeneron has become a leading science and technology company that delivers life-changing medicines to patients in need. In that time, we have experienced tremendous growth in the size of our workforce – more than 700 percent in the last ten years alone – and the composition of our workforce has changed in tandem.

Recognizing the impact of such rapid change, we launched an initiative to revisit and define the values, principles and behaviors that shape our unique culture.

With the help of a cross-functional Cultural Advisory team, we engaged over 1,000 colleagues to better understand the employee experience and hear how colleagues describe our unique culture. As part of the process, we validated the values and behaviors by engaging colleagues through an enterprise-wide survey and online platform to help ensure we were describing them in a way that everyone could commit to.

Our new values and behaviors, The Regeneron Way captured on page 11, were rolled out early in 2019. As we move forward, we are exploring how to measure that the values are effectively embedded across our business.



THE REGENERON WAY

Our mission is to repeatedly bring important new medicines to patients with serious diseases.

LEAD WITH SCIENCE

Science drives our business and passion drives our science. Whether you're doing science, supporting science or delivering science. It's what we do.

Science Minded

Approach your work with rigor and be data driven.

Curiosity

Ask questions and challenge the conventional wisdom.

Innovation

Find ways to innovate and continuously improve.

TAKE ON BIG IDEAS

We take the long view and tackle the big ideas, the unsolvable problems and the bottlenecks that get in the way. We pursue ideas with passion and courage, to make a real difference.

Entrepreneurial Spirit

Take on problems that need solving.

Drive

Pursue your passion to help Regeneron achieve its ambitions.

Ownership

Be personally invested and accountable for the outcome.

Perseverance

Keep at it and believe that it's possible.

MAKE IT HAPPEN

It may not always be easy, but we figure it out and get it done. We have little appetite for unnecessary bureaucracy that can get in the way of innovation or quality.

Flexibility

Adapt quickly and drive change based on new information.

Process & Planning

Use it to enable your work, but recognize it looks different depending on where you sit.

Compliance

Adhere to the letter and spirit of policies and regulations.

BE GREAT TOGETHER

While others talk about teamwork, we actually do it. When you work with smart, fun people, you bring out the best in each other and can do the extraordinary.

Teamwork & Collaboration

Seek and value input, work across boundaries and engage in rigorous debate.

Be Extraordinary

Always work at the top of your potential.

Learning

Continuously develop and own your career.

Communication

Be open, transparent and direct with others.

Care

Look out for each other as people, not just colleagues.

DO WHAT'S RIGHT

We do well by doing good. We act with integrity and pride ourselves on doing the right thing – by each other, our communities, our patients and the world around us.

Respect

Treat people as they want to be treated.

Inclusion

Seek out diverse backgrounds and perspectives.

Patient Focus

Make decisions based on what's best for patients.

Safety & Quality

Hold yourself and others to the highest standard.

Integrity & Trust

Do what's right, even when no one's looking.



OUR APPROACH TO CORPORATE RESPONSIBILITY

Our responsibility strategy focuses on using the unique knowledge and expertise within our company for the benefit of society, the economy and the environment. By addressing the issues that matter most to our business and to our stakeholders, we can build resiliency and improve our world.

Our corporate philosophy **Doing Well By Doing Good** remains central to our approach to responsibility.

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STRATEGIC FOCUS AREAS

In 2017, we conducted a responsibility audit, engaging our senior leaders to refine our approach to responsibility and identify gaps and opportunities. Through this exercise, we identified three focus areas for our responsibility strategy:

**1**

Improve the lives of
people with serious
disease

**2**

Foster a culture
of integrity and
operational
excellence

**3**

Build a
better future

These strategic areas inform the structure of this report. In 2018, we began the process of setting strategic goals across these focus areas, which we look forward to sharing in next year's Responsibility Report.



BUILDING OUR RESPONSIBILITY OPERATIONAL STRUCTURE

In 2018, we fortified our responsibility operational structure by establishing a Responsibility Committee, comprised of cross-functional business leaders, which has accountability for relevant goals and metrics.

Regeneron's Head of Citizenship is a member of the senior management team and reports directly to the CEO. In 2018, we also formalized board oversight of responsibility, amending the Corporate Governance and Compliance Committee's charter to expressly delegate board oversight of corporate responsibility to the committee.



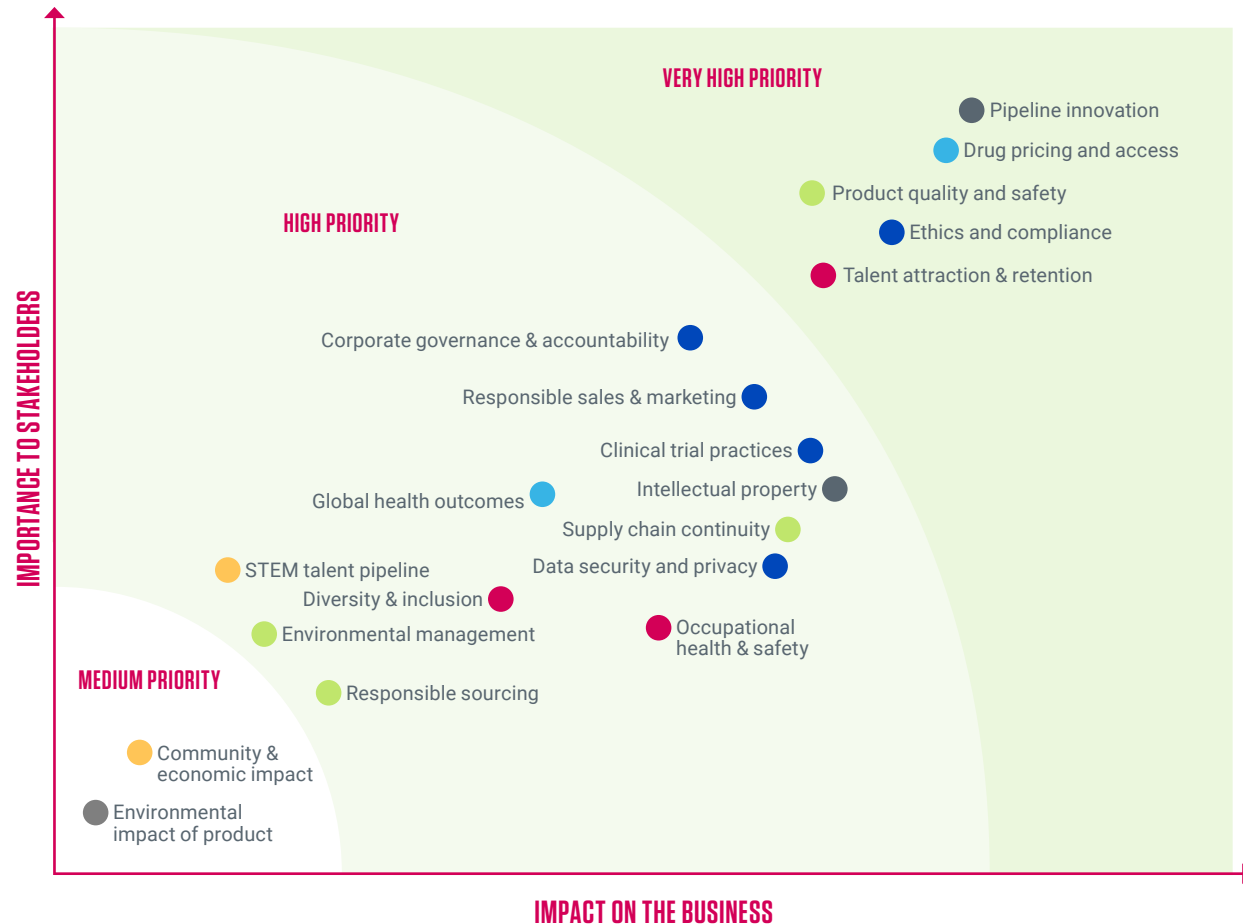
ASSESSING OUR MATERIAL ISSUES¹

In 2018, we also conducted a materiality assessment for our business. We engaged with senior leaders and external stakeholder groups, including healthcare trade organizations, investors, patient advocacy groups and access to medicine non-profits, to prioritize the responsibility issues that are most important to our business.

At the end of 2018, our Responsibility Committee validated the findings, which we outline here. The outcomes of our materiality assessment will provide valuable guidance as we continue to refine and implement our responsibility strategy and reporting.

Issue Categories

- Culture of integrity
- Operational excellence
- Employees
- Access to healthcare
- Science & innovation
- Socio-economic impact



1. Material issue definitions are in the Data Summary. In this report, we use the terms "material" and "materiality" to refer to topics that reflect Regeneron's meaningful economic, environmental and social impacts or that influence the assessments and decisions of stakeholders, or what sustainability organizations and standards commonly define as "Material Aspects." The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.



ENGAGING OUR STAKEHOLDERS

In addition to the strategic stakeholder engagement we undertook as part of our material issue analysis, we engage a range of Regeneron stakeholders in a variety of ways throughout the year. We highlight some of them in the table to the right.

STAKEHOLDER GROUP	OUR ENGAGEMENT	HIGHLIGHTS
Investors	<ul style="list-style-type: none"> Regular investor meetings, calls and conference presentations Off-season engagement program focused on corporate governance and related topics 	In 2018, our off-season shareholder engagement focused on human capital management.
Employees	<ul style="list-style-type: none"> GetConnected orientation Quarterly leadership-led, all-employee forums Annual and pulse surveys RON intranet portal 	In 2017 and 2018 we engaged our employees across the organization in the creation of our new values and behaviors, The Regeneron Way.
Standards-setting organizations	<ul style="list-style-type: none"> Organizations and standards for responsible business, such as Chief Executives for Corporate Purpose (CECP) Clinical trials and drug manufacturing standards 	<p>In 2018, as part of our application to the Shingo Prize, IOPS Rensselaer hosted a group of industry professionals and trained Shingo examiners to thoroughly review our culture and evaluate operations against a rigorous set of standards.</p> <p>In 2019, one of our founders spoke at CECP's Board of Boards meeting, where we highlighted our responsibility strategy to a group of 50 CEOs from a broad range of industries.</p>
Science students	<ul style="list-style-type: none"> Regeneron Science Talent Search Regional science fairs and programs In-school and non-profit mentoring programs Teacher training Equity & outreach programs targeting underrepresented populations 	We honor excellence in biomedical science with the Regeneron Prize for Creative Innovation, now in its sixth year, which recognizes talented biomedical scientists at early stages in their careers.
Communities	<ul style="list-style-type: none"> Partnerships with local schools, non-profits and community organizations to improve science, technology, engineering and mathematics (STEM) education Contributions to community organizations Extensive employee volunteerism 	In 2018, we held our second annual Day for Doing Good, with more than 4,000 employees contributing more than 14,000 hours of service.
Patient advocacy groups	<ul style="list-style-type: none"> Partnerships Educational initiatives Patient engagement 	In 2018, we engaged with a number of patient advocacy communities to help create tools, apps and websites to support patient education and to elevate the patient voice.
Government agencies	<ul style="list-style-type: none"> Disclosures on transparency requirements Information sharing at forums and events 	Our Information Security function participates in forums with government agencies to share information on potential cyber threats and effective tactics to combat threats.



SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Launched in 2015, the United Nations Sustainable Development Goals (SDGs) represent a global agenda to address the most pressing problems facing our world today.

We recognize the importance and urgency of this global initiative and are focusing our efforts where we can make the most meaningful contributions. Based on our analysis, we believe we can deliver the most impact through five of the seventeen goals:



Our focus on these goals will help inform our approach to developing our responsibility strategy, engaging and partnering with stakeholders and reporting on our responsibility efforts and initiatives.





GLOBAL TRANSPARENCY AND REPORTING

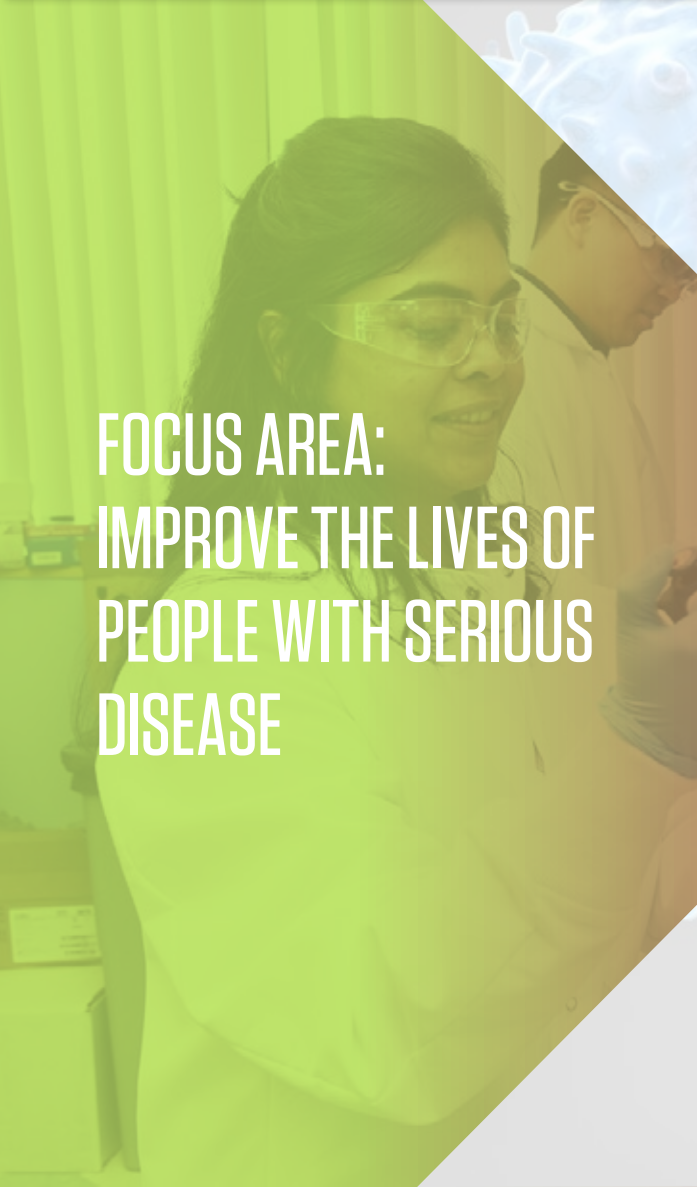
This is Regeneron's second annual comprehensive Responsibility Report, which builds on our legacy of environmental sustainability reporting. We report on data and activities related to our responsibility strategy for our fiscal 2018 year, covering the period January 1 to December 31, 2018 (except where indicated otherwise) and spanning across our global operations.

In addition to this report, we disclose select environmental, social and governance (ESG) information to CDP, a global environmental disclosure not-for-profit organization. We have participated in their Climate and Water programs since 2015 and 2016, respectively. In 2018, we also actively engaged with select ESG ratings agencies for the first time.

External assurance

We engaged Bureau Veritas North America, Inc. (BVNA), an independent assurance provider, to conduct independent verification of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions for the period covering January 1 to December 31, 2018. The Verification Statement can be found on our website <https://www.regeneron.com/GHGVerificationStatement>.

We welcome your feedback at communications@regeneron.com.



**FOCUS AREA:
IMPROVE THE LIVES OF
PEOPLE WITH SERIOUS
DISEASE**



20 Driven by Innovation and Collaboration

21 Sustainable Pipeline Innovation

23 Patient Testimonial: Science Made for Jeff

24 Patient Support and Access

27 Delivering a Rapid Response to Ebola

28 Responsible Pricing

29 Improving Patient Affordability and Access



Driven by Innovation and Collaboration

Regeneron is committed to improving the lives of people with serious disease by discovering new treatments for unmet medical needs. We are driven by our legacy of cutting-edge, homegrown innovation and inspired by our collaborations with scientific and patient communities. We support patients through awareness, education and our approach to drug access and responsible pricing.



SUSTAINABLE PIPELINE INNOVATION

Regeneron is intent on deepening our strong and sustainable portfolio of innovative medicines. We are improving the traditional drug development process through proprietary technologies that accelerate the time from discovery to drug approval and improve the likelihood of success. We are also leading ambitious initiatives, such as the Regeneron Genetics Center®, one of the largest genetics sequencing efforts in the world.

Advancing Our Pipeline

Our approach to the discovery, development and delivery of our medicines has resulted in seven approved products, including, in 2018, the U.S. Food and Drug Administration (FDA) approval of Libtayo as the first product ever approved for the treatment of advanced cutaneous squamous cell carcinoma. Also in 2018, we received FDA approval for Dupixent for moderate-to-severe asthma.

In 2018, we were granted 1,625 patents worldwide, more than double the number granted in 2017. On the development front, we had more than 20 investigational clinical-stage candidates across multiple therapeutic areas, with more to come in 2019. You can read more about our [product pipeline](#) on our website.

In 2019, supported by our proprietary science and technology platforms, we are advancing an innovative immuno-oncology portfolio with new therapies that have the potential to be used both alone and in combination with other therapies to address difficult-to-treat cancers.



100%

of Regeneron's marketed medicines were invented and developed in-house.





We believe our greatest discoveries are yet to be made and require continued investment. We are committed to continue returning much of the money we make from our medicines to our pipeline and technology efforts. In 2018, we invested nearly \$2.2 billion in R&D, a five percent increase over 2017. Approximately 33 percent of our revenues were reinvested back into our R&D efforts.¹

Advancing Genetics Research

Developing innovative technology and pursuing basic biological research continues to be a priority and a passion. Now approaching its fifth anniversary, the Regeneron Genetics Center (RGC) has built one of the world's largest databases for genomic analysis of health and disease. Enabled through our collaborations with the Geisinger Health System, the UK Biobank and more than 60 other organizations, we pair genetic sequencing data with electronic health records in order to discover and validate the genetic drivers of human health and disease. By January 2019, we sequenced exomes — which make up the 1–2 percent of a human genome where the actual protein-coding genes are contained — from more than 500,000 de-identified volunteers. We believe we will be able to sequence another 500,000 exomes by the end of 2019, bringing our total to a million or more. In March 2019, we released sequencing data from

the first 50,000 UK Biobank participants to scientists around the world in keeping with our commitment to make high-quality genetic data available to the global research community.

Through our investments in the RGC, we are advancing basic science around the world, providing clinically valuable insights to physicians and patients and ultimately making drug development faster and more precise.

Delivering New Treatments for Nonalcoholic Steatohepatitis (NASH)

One unique example of the RGC's impact is our collaboration with Alnylam to identify RNA interference (RNAi) therapeutics for the chronic liver disease nonalcoholic steatohepatitis (NASH) and potentially other related diseases. RNAi therapeutics are a novel and innovative approach to specifically target and silence genes involved in human disease. The discovery collaboration is based on RGC's identification of a new genetic target that protects against chronic liver disease paired up with Alnylam's expertise in novel approaches to RNAi therapeutics. NASH is a major cause of death in the U.S. with no current treatment options. We are hopeful our work will help patients with debilitating and life-threatening chronic liver diseases.

Providing Access to Our Intellectual Property to Expedite Scientific Discovery

Regeneron engages in non-clinical research collaborations to provide academic and non-profit research institutions access to our proprietary animal models, cell lines and other technologies, as well as approved medicines or therapeutic pipeline candidates for use in non-human studies. Investigators interested in establishing a non-clinical research collaboration can submit a proposal online outlining their research plans. Proposals are evaluated through an internal peer review process. At the end of 2018, 414 approved studies were underway, ranging from efforts to answer basic science questions through to disease model development and preclinical translational studies.

We are committed to sequencing another 500,000 exomes at the Regeneron Genetics Center by the end of 2019.



1. 2018 research and development expenses as a percentage of 2018 total revenues



PATIENT TESTIMONIAL: SCIENCE MADE FOR JEFF

Jeff endured complications from severe, uncontrolled asthma for two decades.

Over time, he says, his asthma increasingly limited his activities, forcing him to drop out of hockey and then choir. It also affected the people he loved. "As a father, it's my job to worry about my children, and I realized my children were worried about me," he says. The last straw was landing in the emergency room from the constant struggle to keep his asthma under control.

With the help of his doctor, Jeff enrolled in a Regeneron and Sanofi asthma clinical trial. And he noticed an improvement within weeks of his first injection. "I didn't really know what having better control of my disease felt like," he says now. "I can get back to playing hockey again. I can sing in my choir again."



PATIENT SUPPORT AND ACCESS

Our employees focus on putting science, technology and innovation to work to make a difference in patients' lives. This effort starts in the labs, moves into the clinic and continues with our commitment to ensuring patients can access the therapies they need.

Patient Advocacy

At Regeneron, we are deeply committed to understanding the challenges and unmet needs of patients. We want to ensure that we keep patients at the forefront as we discover, develop and bring medicines to the market. We want to learn from patients and apply these insights at all phases of the drug discovery continuum.

We recognize that patient advocacy groups represent their respective patient communities' needs, issues and challenges and can also help to raise awareness, empower patients through education and advocate for patients to receive the best care. We aim to develop meaningful, long-term relationships with patient advocacy groups and to collaborate on addressing important health issues that result in positive patient outcomes. We support patient advocacy

efforts to develop programs and initiatives that ultimately improve the quality of life for patients and caregivers both in the U.S. and around the globe.

We believe that it is important to include the patient voice early in the R&D and clinical development process. Under the guidance of patient advocacy groups, we bring patients together with our researchers, clinical development colleagues and health economic outcomes groups to learn what it means to live with a disease, how patients manage their day-to-day lives and what they and their caregivers want in new therapies. Through this process, we have changed and added new endpoints to our clinical trials and have worked collaboratively to test and develop new patient-reported outcomes that have never been studied in the past.





Ultimately, we want to ensure that clinical trials address the unmet need that patients have shared with us.

We believe that patients can better advocate and make decisions on evidence-based care if they are educated and informed. Regeneron supports the development of surveys to understand unmet need as well as the creation of educational material and shared decision-making tools for patients and their caregivers across rare and more common diseases. We know that patients are seeking information from the most trusted sources and we want to ensure that there is up-to-date information wherever they are looking.

We believe that patients should have access to appropriate, evidence-based treatment and medication to get them to the best health. Patients are singularly able to tell their story about access challenges and how access challenges impact their daily lives and health. Regeneron has supported deployment of access tools, advocacy training, town halls and coalition building for patients and caregivers so that they can have a greater chance for successful outcomes.

CASE STUDY

Incorporating Patient Insights



Regeneron has been involved for many years in research on Fibrodysplasia Ossificans Progressiva (FOP), a rare disease in which bone forms in the muscle and connective tissue. Over time, people living with FOP lose the ability to move and even breathe as their rib cages lose flexibility.

Early in our drug development process, we recognized how important it was to learn directly from people living with FOP about the significant impacts on daily life, discussing which symptoms are most burdensome and what specific factors patients would look for in an ideal treatment for this

condition. Through our established relationship with the International FOP Association (IFOPA), we invited patients and caregivers to Regeneron so that we could learn about their experiences. We were able to gain new appreciation for a symptom of FOP that was most troublesome. This new information resulted in the addition of a new clinical outcome in the trial to assess and measure impact on this symptom. By understanding the patients' needs, we can work together to design our trials and treatments in a way that helps achieve more meaningful outcomes for them.

CASE STUDY

Developing Educational Tools for Patients



We believe patients should be knowledgeable about their disease and participants in decisions around their care. At times, however, there can be a lack of patient information for rare diseases or disease areas without an available treatment. Regeneron supports efforts to empower patients with information to help them better understand and manage their disease. For example, there is a small patient population living with advanced cutaneous squamous-cell carcinoma, an often-fatal skin cancer.

Despite the fact this is the second most common skin cancer in the U.S., patient information was not available. We support patient advocacy groups and medical societies, including the American Cancer Society, National Comprehensive Cancer Center, Association of Community Cancer Centers and American Academy of Dermatology to update relevant brochures, booklets and websites to support disease awareness and offer educational information for people living with this serious disease.



Product Support Programs

We offer product support to both healthcare providers and patients, including contacting patients' health plans to understand product coverage requirements and educating healthcare providers about product coverage, reimbursement and claims coding. We offer co-pay assistance to eligible patients and rebates and discounts to payers to help make our products more affordable. In 2018, we financially assisted more than 90,000 eligible patients with commercial co-pay support, a value of nearly \$129 million.

We also provide patient assistance programs that are designed to increase access to medicine. In 2018, our patient support programs provided free medicine, valued at nearly \$57 million,¹ to more than 14,000 eligible patients. Besides helping patients to access their prescribed medicines, our product support programs also provide education on using medicines safely and appropriately.

Patient Assistance Foundations

Regeneron is committed to ensuring that patients can afford and remain compliant with the therapy that best suits their medical needs. We donate to independent third-party charitable foundations, known as Patient Assistance Foundations, which provide

financial assistance to patients who might not otherwise be able to afford their medications. Our charitable contributions support patients without regard to the beneficiary's choice of product, provider, practitioner, supplier or health plan. We provide guidelines and training to our employees who might engage with the Foundations, and we review our activities throughout the year to ensure our guidelines are adhered to.

Compassionate Use: Access to Investigational Medicines

We are committed to bringing important new medicines to people living with serious diseases. Before a new treatment is widely available to the public, it undergoes years of rigorous clinical testing to ensure it meets the safety and efficacy criteria required for regulatory approval. In some cases, a potentially beneficial therapy may not yet be approved by regulatory authorities. Our [Compassionate Use Policy](#) gives certain patients who have serious or life-threatening conditions access to a medicine that is not yet approved for use outside of a clinical trial. The patients who receive compassionate use usually do not have currently available treatment options and are unable to participate in ongoing clinical trials.

1. Represents wholesale acquisition cost



DELIVERING A RAPID RESPONSE TO EBOLA

In May 2018, after an Ebola virus outbreak in the Democratic Republic of Congo (DRC), Regeneron worked with the World Health Organization (WHO) and the FDA to send our investigational therapy to the region to treat patients.

The work stemmed from efforts started after the initial Ebola outbreak in 2014, when Regeneron collaborated with the U.S. government's Biomedical Advanced Research and Development Authority (BARDA) to develop a therapy to help in the fight against the deadly disease. By leveraging the power of our proprietary *VelociSuite*® technologies, we were able to move from preclinical to clinical research in a matter of months instead of years.

With the outbreak in May 2018, the unprecedented speed of our research was matched by the collaborative efforts of our colleagues from a dozen departments. Together, over a period of just 21 days, we worked with the WHO, FDA and other global health organizations to develop a compassionate use protocol under the Expanded Access Program to support use of this treatment in the DRC. Our investigational therapy was administered to five patients in the May outbreak and dozens more in a second outbreak in October 2018.

We're proud to have expanded the investigational options available to fight this devastating disease. Back in the U.S., we are seeking ways to use data from its application in the DRC to help accelerate the treatment's approval. In addition, we are leveraging this same Rapid Response Platform used for Ebola to advance novel therapies to combat other serious infectious diseases.



RESPONSIBLE PRICING

Regeneron has always approached pricing with fairness, affordability and access at the forefront.

When we prepared to launch Dupixent, our breakthrough treatment for its first approved patient population in moderate to-severe atopic dermatitis, we engaged in unprecedented dialogue and collaboration to ensure we were pricing it responsibly. We met with payers to openly discuss pricing considerations in this high unmet need population and asked an independent organization to conduct a cost-effectiveness assessment.

Similarly, we sought to set a responsible price when we launched our medicine for rheumatoid arthritis (RA). The Kevzara list price is 35 percent less than the list price for the two most commonly used biologics in RA.

OUR PRICING PHILOSOPHY FOR THE UNITED STATES:

1. MEDICINES SHOULD BE PRICED FAIRLY.

- We take a value-based pricing approach when we launch our medicines that reflects their benefit to patients, society and the healthcare system.
- We consider the long-term investment and risk inherent in science and technology innovation, which is required to bring novel medicines to patients. Regeneron is committed to making substantial investments in R&D to support the invention and development of needed new medicines for years to come.
- We work collaboratively with other stakeholders in the healthcare system, and welcome their input on fair and cost-effective pricing.

2. MEDICINES ARE ONLY USEFUL IF PATIENTS IN NEED CAN ACCESS AND AFFORD THEM.

- Before our medicines are commercially available, eligible patients can access them under our Compassionate Use Program.
- After medicines reach the market, we are committed to ensuring patients' access. We provide financial assistance for eligible patients, including co-pay support and free medicine for people who meet certain criteria.
- We are committed to doing our part and rely on other players in the healthcare system to do theirs. This includes health insurers and pharmacy benefit managers who play a key role in ensuring affordable access to needed medicines.

3. OUR GROWTH IS DRIVEN BY SCIENTIFIC INNOVATION, NOT PRICE INCREASES.

- To drive Regeneron's growth, we focus on inventing new and needed medicines and investigating our products in new diseases where they may help patients in need. For example, in the case of our largest product (EYLEA), to date, we have not increased the price even after seven years on the market and significant ongoing R&D investment.
- For medicines where we control pricing, any price changes we make will be designed to keep pace with the medicine's value and our costs, and in careful consideration of commercial competitiveness.



Introducing a 60% lower list price

[Learn more here](#)

IMPROVING PATIENT AFFORDABILITY AND ACCESS

We recognize that a new innovative medicine only matters if it reaches people who can benefit. Unfortunately, that was not the case for many patients who needed Praluent, our medicine for lowering elevated bad cholesterol. Many patients prescribed this innovative new medicine encountered unprecedented barriers from their insurance companies, which had put in place complex, multi-step “utilization management” criteria around its use.

To help break this gridlock, in March 2018, we, along with our collaborator Sanofi, announced we would offer a lower net price for payers who would remove or reduce burdensome barriers for patients and physicians. While this measure improved access and affordability, seniors who were prescribed Praluent were often still unable to afford the medication due to high co-pay costs or co-insurance at many Medicare Part D plans. So, in February 2019, Regeneron and Sanofi announced another major step. We offered a new list price option, which is 60 percent below the medicine’s original list price. The new lower-priced Praluent is expected to result in lower patient out-of-pocket costs and further help improve patient affordability and access.



**FOCUS AREA:
FOSTER A CULTURE
OF INTEGRITY AND
OPERATIONAL EXCELLENCE**

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Our Responsible Business

Regeneron's reputation relies on the collective commitment of our employees to conduct business ethically, legally and in adherence to the high standards that we set for ourselves. Our ethical conduct builds trust in our company and is crucial to our business success.

In this section, we describe the robust governance, oversight and compliance programs that inform our work every day, in every decision. We also underscore our commitments to a responsible and ethical approach to product quality and safety, sales and marketing, clinical trials, supply chain management and government relations.

"Confidence is hard-won in our industry, and we are very proud that patients put their trust in Regeneron to deliver high-quality medicines. It's a serious responsibility, and we recognize we can only thrive if ethics and integrity remain at the core of our values."

Marion McCourt
Senior Vice President,
Commercial



ETHICS AND COMPLIANCE

Regeneron's board of directors sets high standards for our employees, officers and directors, which are underpinned by sound corporate governance. This includes our Code of Business Conduct and Ethics, as well as the policies and practices that guide our behavior in such critical areas as anti-bribery and anti-corruption, transparency, non-retaliation and information security.

A Culture of Integrity at Work

Our industry is subject to complex laws and regulations, as well as important ethical obligations. We continuously review and update our policies to comply with regulations and training and to ensure they support our growth as a company.

Our compliance program follows the seven key elements that have been outlined by the Office of Inspector General of the U.S. Department of Health and Human Services:

1. Designated Compliance Officer and Compliance Committee
2. Written policies and procedures
3. Effective training and education
4. Effective lines of communication
5. Internal monitoring and auditing
6. Enforcement of standards through well-publicized disciplinary guidelines
7. Prompt response to problems with corrective action





Corporate Compliance Leadership and Oversight

The Chief Compliance Officer and the Compliance Committee lead our compliance program. The Chief Compliance Officer is responsible for developing and providing oversight on policies and procedures, including the Code of Business Conduct and Ethics, to ensure that employees, vendors and contractors comply with applicable laws and regulations. The Compliance Committee is chaired by the Chief Compliance Officer and is made up of senior leaders of the major functions of Regeneron. In addition, the Chief Compliance Officer provides periodic reports to the Corporate Governance and Compliance Committee of the board of directors.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics sets out Regeneron's key policies and our expectations for employees, third-party contractors, vendors and suppliers to ensure that we are always acting in accordance with applicable laws and regulations. The Code covers 100 percent of employees. To ensure compliance, all employees are trained on the Code when they are hired and thereafter on an annual basis. Employees are required to provide written acknowledgment that they have read, understood and will abide by the Code when they complete training. The Code is available on our [website](#).

Anti-Bribery and Anti-Corruption

Regeneron's anti-bribery and anti-corruption policy provides guidance to ensure compliance with anti-bribery and anti-corruption laws. All employees and third-party vendors, suppliers and contractors are required to complete training on global anti-bribery and anti-corruption, which provides an overview of the major anti-corruption laws affecting our business. These include the U.S. Anti-Kickback Law, the U.S. Foreign Corrupt Practices Act and the United Kingdom Bribery Act, all of which make it illegal to provide bribes in various situations, with various limitations and exceptions. We also ban facilitation, or "grease," payments. Our Code is clear that it is against our policy to bribe anyone or receive a bribe from anyone, anywhere in the world. Any breach or failure to report a violation may result in disciplinary action, up to and including termination of employment.

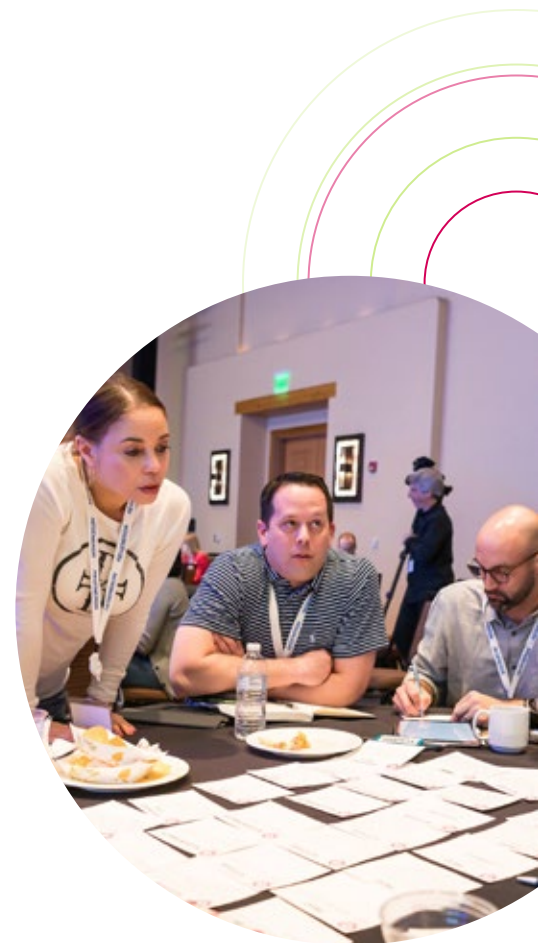
Non-Retaliation and Open Door Policy

Noncompliance with laws or our policies can pose serious risks for patients, shareholders, employees and our company. All employees have a duty to speak up and promptly report known or potential violations of law or policy, or other valid concerns and questions. We are committed to a culture where employees feel comfortable raising compliance concerns without fear of retaliation.

We have an open door policy, and we encourage people to raise any concerns or questions they may have with their supervisor or manager, or by contacting the Chief Human Resources Officer or Chief Compliance Officer. People can make anonymous reports through our EthicsPoint hotline (877-RGN-ETHX) or [website](#). We have non-retaliation policies, confidentiality policies and mechanisms to ensure anonymity, which protect Regeneron employees who report concerns in good faith.

Global Interactions With Healthcare Professionals

Regeneron's business is strengthened through collaboration with healthcare professionals. To provide transparency and ensure that relationships between patients and those professionals are not compromised, we have adopted policies consistent with the Code on Global Interactions with Healthcare Professionals issued by the Pharmaceutical Research and Manufacturers of America. The Code requires that Regeneron adhere to certain ethical principles when dealing with healthcare professionals and provides guidance on providing meals, entertainment, grants and consulting arrangements. You can read the Code on our [website](#).





Regeneron is also committed to full compliance with all relevant transparency laws and policies, which require pharmaceutical manufacturers to track and report payments and other transfers of value to healthcare professionals. Transparency helps the public understand how we collaborate with the medical community to deliver safe and effective therapies and helps patients make more informed healthcare decisions.

Information Security and Data Privacy

Cybersecurity is an important issue for companies operating in the 21st century. Regeneron maintains robust systems to protect against threats, both technological and human. We participate in formal and informal forums to share information on potential issues and effective tactics to combat threats, to the benefit of all companies. These public and private forums have included representatives from the U.S. Federal Bureau of Investigation, Department of Homeland Security and Healthcare Information Sharing & Analytics Center. We also provide ongoing guidance to our employees to protect against data breaches, and our supplier and customer contracts include language and requirements related to data protection and disclosure of any data security breaches.

Preserving the privacy of personally identifiable information is also critically important to Regeneron. We comply with all relevant legal requirements and have established policies related to the collection, use and retention of personal information. In 2018, we put compliance practices in place to meet the requirements of the EU's General Data Protection Regulation (GDPR), which came into effect in May 2018. We finalized our global Privacy and Data Governance policy in February 2019.



GOVERNMENT RELATIONS

Our government affairs and public policy teams help Regeneron navigate and interact with legislative and regulatory bodies in a responsible, public-health focused way. We believe it is our responsibility to engage on public health matters, and we are focused on supporting Regeneron's mission to use the power of science to consistently bring new medicines to patients.

These efforts include supporting office holders who can help advance laws, regulations and other public policy developments that reflect our goals and values. As a general matter, this support is made to office holders and candidates who hold views that are consistent with, or will further, the legislative, regulatory and public policy goals of our company, patients and community. We adhere to the highest ethical standards in our activities, respecting and following all applicable federal, state and local laws.

In the spirit of collaboration, Regeneron may join trade associations that encourage the exchange of ideas and promote the sciences. In 2018 we were a member of the Biotechnology Innovation Organization (BIO), the only national trade association where we held a membership, and we paid dues of \$375,461. Our Corporate Political Contributions policy can be found [here](#).

Regeneron Political Action Committee (PAC) contributions are disclosed on reports filed with the Federal Election Commission and can be found at <http://www.fec.gov>.



RESPONSIBLE SALES AND MARKETING

Patients are best served when they are given consistent, accurate and balanced information about our medicines. Laws, regulations and industry standards govern the advertising and promotion of our products. Our policies provide clear requirements for promotional materials and communications, as well as to employees, contingent workforce and vendors who communicate with the healthcare community.

We require anyone working for Regeneron to document any dealings with healthcare practitioners and any materials they leave with them. Customer-facing colleagues receive extensive training regarding policies and regulations, as well as interactions with the healthcare community.

We believe that healthcare professionals should prescribe Regeneron products only when their use is clinically appropriate. We received a number of requests from doctors asking us to share information with the public about Dupixent so that eligible patients know there is a treatment for moderate-to-severe atopic dermatitis. In 2018, television commercials for Dupixent aired in the U.S.

These were Regeneron's first branded direct-to-consumer advertisements on television. The commercials are part of our efforts to find ways to support patients who may benefit from our approved medicines and provide them with information to learn more about their condition and about a treatment option to help manage their disease.



All Regeneron promotional materials and communications for our medicines must be:

- Consistent with the product labeling (i.e., not off-label)
- Truthful and not misleading
- Fairly balanced for both the benefits and risks
- Approved by headquarters review committee
- Substantiated and scientifically sound





ETHICAL CLINICAL TRIALS

At the end of 2018, we had 57 clinical trials in progress, involving more than 5,600 new patient volunteers in 56 countries. We are committed to responsibly sharing data from our clinical research and clinical trials. Early in 2019, we published our new Clinical Trial Disclosure and Data Transparency Statement on our [website](#).

Regeneron is a member of the Biotechnology Innovation Organization (BIO) and endorses their principles on the responsible sharing of truthful and non-misleading information about medicines with healthcare professionals and payers. We support data transparency that advances science and medicine, protects participant privacy and is in the best interest of individuals who use our products and providers who prescribe them.

In accordance with legal and regulatory requirements, we register our clinical trials and disclose our trial results on publicly accessible registries, such as [ClinicalTrials.gov](https://clinicaltrials.gov) and the European Clinical Trials Database. Regardless of study outcome, Regeneron seeks to publish primary results of its Phase 3 clinical studies and its hypothesis testing/confirming Phase 1 and 2 studies within one year of completion of analysis. Qualified researchers may request access to

individual patient or aggregate level data from a Regeneron-sponsored study by submitting a research proposal to <https://errs.regeneron.com/external>.

Animal Welfare

Regeneron is committed to and abides by all ethical requirements related to animal welfare in research, teaching and testing. All research involving the use of live animals must be approved by the Regeneron Institutional Animal Care and Use Committee (IACUC), a requirement of U.S. federal and state laws. The IACUC has a key oversight role, including the review and approval of animal use activities and inspection of animal facilities. In addition, we comply with the Three Rs (Replacement, Reduction and Refinement), widely accepted ethical principles that are now embedded in the conduct of animal-based science in many countries around the world.

**In 2018,
Regeneron's clinical
studies were inspected by
regulatory authorities on 25
occasions. None of these
inspections resulted in
fines or penalties.**



QUALITY AND SAFETY

Our capacity to help meet patients' unmet needs depends on providing safe, high-quality products that people can trust. The safety of our patients is our top priority and critical to delivering on our mission.

Regeneron's award-winning IOPS organization has systems and training in place to ensure delivery of innovative and safe products. We are proud that, to date, we have never had a product recall. We adhere to quality principles in our operations, manufacturing and distribution. This includes activities in our research laboratories, IOPS facilities and distribution centers. We comply with Good Laboratory Practices, Good Manufacturing Practices, Good Clinical Practice and Good Distribution Practices.

We are ethically and legally obligated to collect and database adverse events related to our medications so that we can monitor their safe use throughout the product lifecycle. We have a responsibility for timely reporting of safety information to the FDA and other regulatory authorities, in compliance with regulations. We provide annual training on adverse event reporting for employees, contractors and vendors.

Product Serialization

The FDA requires companies like Regeneron to have systems in place to identify, trace and verify products. By uniquely identifying the products we ship, we can help prevent counterfeit medicines. It also gives us the peace of mind that patients are receiving our genuine, authentic products. Over the course of 2017 and 2018, we serialized all of our medicines in the U.S. market.

We will continue to implement the next steps outlined by the FDA Drug Supply Chain Security Act by sending serialization data to our supply chain partners. We are also focusing on EU serialization and ensuring we are in line with the region's distinct system and standards as we prepare for the European launch of Libtayo.

Regeneron's Rensselaer site was proud to be awarded the prestigious Shingo Prize in 2019 in recognition of its culture of continuous improvement and manufacturing excellence.



RESPONSIBLE SUPPLY CHAIN

Our business relies on our ability to source the goods and services that meet specified requirements in an ethical, responsible and cost-efficient way.

Regeneron has more than 3,500 suppliers. On an annual basis, suppliers are assessed against various criteria including risk, regulatory compliance, safety, quality and criticality to the business. As a result, in 2018 there were 49 priority suppliers assessed that represented our most strategic and highest-value partners.

Supplier Governance and Compliance

As part of Regeneron's compliance program, we hold our suppliers, contract manufacturers and business collaborators to our same high in-house standards, and we leverage existing policies to ensure adherence.

Our business functions regularly monitor suppliers' financial and operational stability by assessing various criteria including financial stress, quality management, safety compliance, conflict mineral traceability, information security and compliance with applicable laws and regulations, including

those related to anti-bribery and anti-corruption. Given the nature of our business, many supplier assessments concentrate on meeting or exceeding applicable good practices along with complying with other federal, state and local regulatory requirements.

Our Vendor Code reflects the biopharmaceutical industry's expectations for sustainable performance and is aligned both with Regeneron's standards and with the Pharmaceutical Industry Principles for Responsible Supply Chain Management. The Vendor Code sets out expectations for ethical practices on issues such as business integrity and fair competition, animal welfare, clinical trials, privacy, transparency and reporting. We require that vendors uphold the human rights of workers in accordance with International Labor Organization (ILO) conventions and applicable laws, treating

(cont.)



800+

Small and diverse
suppliers

23%

Small and diverse suppliers
as a percentage of
supplier base

them with dignity and respect. We encourage vendors to report any concerns they have or any suspicion of illegal activities connected to their work with our business through our [EthicsPoint website](#) or the Regeneron Hotline (877-RGN-ETHX). You can find our full Vendor Code on our [website](#).

In addition, we include clauses in all our contracts requiring that suppliers adhere to all local and international laws. Our direct suppliers also represent in their quality agreements that they will manufacture product in accordance with Good Manufacturing Practice regulations and in compliance with all applicable laws, which include prohibitions on forced labor and human trafficking.

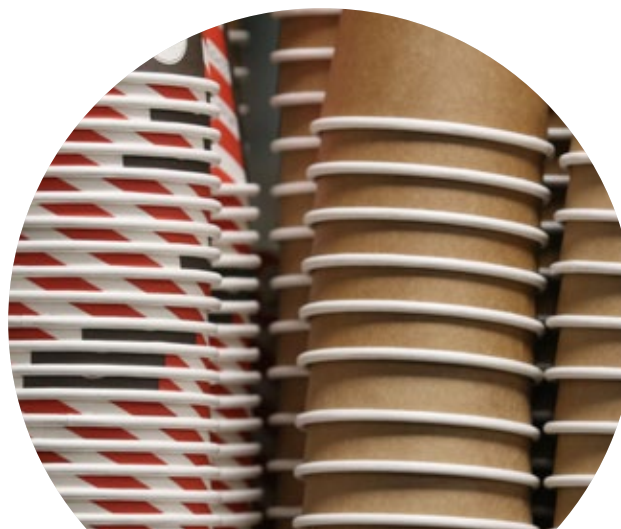
Supplier Diversity

Regeneron recognizes the value and importance of having a diverse supplier base reflective of our patients, customers and the communities in which we live and work. Our aim is to make small and diverse businesses an important part of our sourcing and procurement activities by actively seeking firms for inclusion in the competitive bidding process and utilizing these businesses to the fullest extent possible.

In 2018¹ we had more than 800 small and diverse suppliers, representing 23 percent of our supply base and more than 20 percent of our addressable spend. This represents an increase in small and diverse supplier spend of more than 40 percent compared to 2017.

Suppliers and the Environment

Sustainable materials selection is important to our business. We actively support suppliers that offer safe, environmentally-friendly products. At our facilities, these can range from low-emissions carpet and low-volatile organic compound paint to green cleaning products, environmentally-friendly lab supplies and compostable tableware. If materials are not compostable, we try to select alternatives with recycled content.



1. October 2017–September 2018



Building a Diverse and Engaged Workforce

Regeneron's high-engagement, high-integrity culture sets us apart, providing a strategic advantage in attracting and retaining engaged employees. It also ensures that the highest standards of quality and integrity inform our every action, whether in our labs, manufacturing facilities or product delivery.

Building a Culture to Support Scientific Excellence

Regeneron's business — to discover, develop and deliver new medicines — requires long-term investments, not only in our labs and clinical trials but also in our employees, whose work and commitment fuel our success. Investing in our employees is all the more urgent as our workforce grows rapidly and competition for scientific talent continues to be fierce. Our investments take the form of comprehensive programs to attract and engage the best and brightest minds, foster a diverse and inclusive workplace and develop and competitively reward employees.

We're proud to have been ranked among *Fortune* magazine's 100 Best Companies to Work For in each of the last five years and ranked the #1 biopharma employer by *Science* magazine for the sixth time.



TALENT ATTRACTION AND RETENTION

Regeneron's recruitment and engagement programs are designed to champion a science-driven culture that inspires recruits and colleagues to think big, push boundaries and work collaboratively to change the world.

Our culture drives our recruitment process from the outset. Our Employee Value Proposition (EVP) applies an intentional focus on our relationships with potential employees, outlining both what we expect of them and what they can expect from us. The EVP is underpinned by our values and behaviors, which we call The Regeneron Way. We believe this approach helps candidates self-select for cultural fit, and our front-end emphasis helps ensure the long-term success on our teams.

In 2018, we added an optional cultural fit assessment tool for recruiting that helps both manager and candidate better assess compatibility across several qualities that are important to our culture, including curiosity,

adaptability, ethics, openness, passion for patients and a spirit of "being in this together."

Our recruitment efforts are also strongly supported by direct referrals from our own employees. In 2018, 32 percent of our new hires came through referrals.

Together these approaches have yielded a growing applicant pool and a selective hire rate of 2 percent! Our turnover rate is 7 percent, which is less than half the industry average.²

93%

Retention rate

32%

New hires referred
by Regeneron
employees

2%

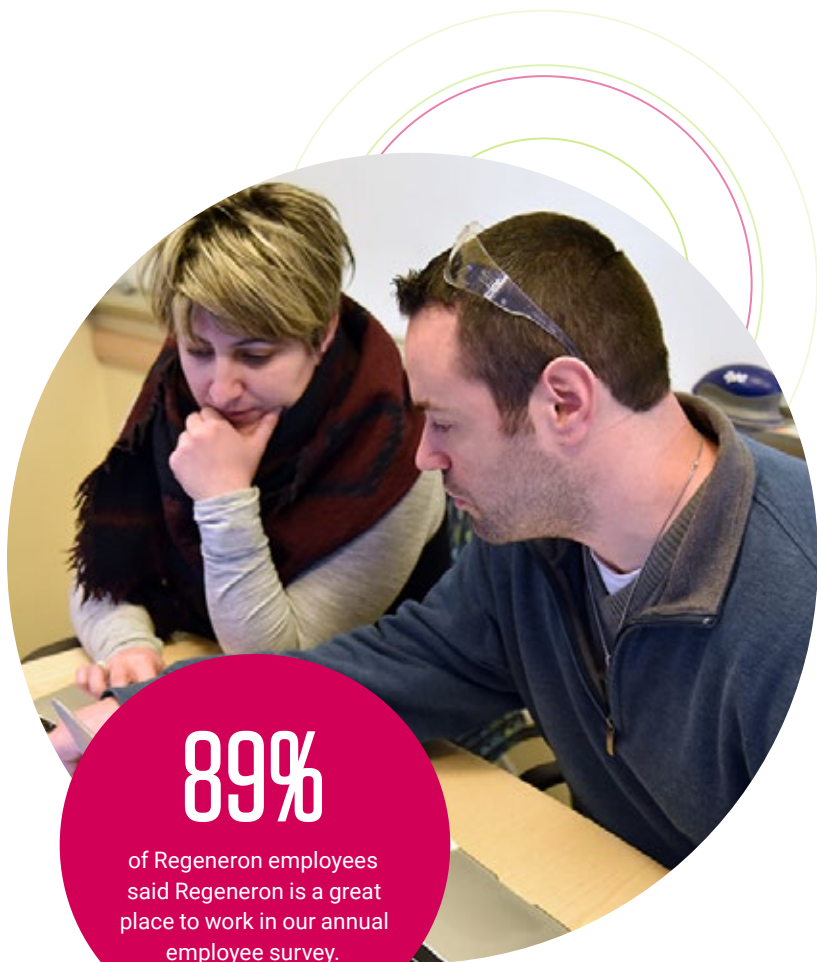
Hire rate from our
growing applicant
pool

"From the very start of the recruiting process, job candidates understand what it's like to work at Regeneron. They understand that we value employees."

Christine Childrose
Vice President,
Human Resources

1. 2018 Hire Rate, as of October 2018

2. Industry average is based on the Radford U.S. Life Sciences Trends Report for 2018



89%

of Regeneron employees said Regeneron is a great place to work in our annual employee survey.

Engaging Employees

From the moment new colleagues join and throughout their careers with us, we engage them – to foster new ideas, feed their collective curiosity and drive commitment and productivity.

GetConnected, our onboarding platform, is designed to accelerate every new employee's ability to connect and contribute. Our Great Place to Work (GPTW) employee survey and regular Regeneron pulse surveys help senior leaders and managers understand and act on what is important to employees. Our Research & Development Summit occurs several times per year and connects our scientists in a town-hall format focused on projects in the early stage of development, new technologies and collaborations. Due to the popularity of the Summit, town-hall

style events are being expanded across the company. We also engage on our business overall, sharing information about our company and our strategy through quarterly business updates and events such as the Global Regeneron Forum, an all-employee meeting hosted by our leaders Len Schleifer and George Yancopoulos, which receives a very enthusiastic reception.

In addition, IOPS holds a global event called QUEST (Question, Understand, Educate, Sustain, Transform) where employees learn more about each department across the IOPS business. This helps to build cross-functional collaboration as employees get to better understand the projects and priorities of each functional group and how their role may have an impact on other departments.

“Regeneron employees are engaged, they have a social conscience, they have a moral compass. They come to work at a place like Regeneron because they want to make a difference in the world.”

Leonard S. Schleifer, M.D., Ph.D.

Founder, President and Chief Executive Officer



CASE STUDY

Global Development Day



Our Global Development organization integrates clinical drug development, medical, regulatory and safety teams to advance Regeneron's clinical development pipeline. As we expand and globalize, it can be challenging to share information and connect colleagues, especially in locations outside the U.S. The inaugural Global Development Day convened more than 600 colleagues from across our organization in April 2018 to share information, inspire ideas and connect colleagues who work together closely but often communicate exclusively through emails and phone calls. Employees responded positively, with 92 percent agreeing the day was a good use of their time and 95 percent saying they were inspired by the people and topics at the event. Our second annual event took place in April 2019.





REGENERON SENIOR LEADERS MEETING 2018



CASE STUDY

Senior Leaders Meeting



In December 2018, about 180 of our most senior leaders from across the company gathered for a one-day meeting hosted by Len Schleifer and George Yancopoulos to discuss our science, our company and our culture. The purpose of the meeting was to build a shared sense of our company priorities, discuss how leaders will ensure our values are put into practice across Regeneron and have an opportunity to meet and get to know one another.



CASE STUDY

A Regeneron B&B Tradition



In the early days of the company, our founders, Len and George, and a core group of scientists got together over pizza and beer to solve problems and brainstorm new ideas. The tradition was coined “Beer and Bulls**t” and it continues today on the first Friday of the month. Scientists get together and share new and innovative work, early stage R&D or clinical trial updates. This live event now attracts more than 300 people, with even more participating via webcast.



DIVERSITY AND INCLUSION

Regeneron employees represent a broad range of countries, faiths, ethnicities and ages. So do our patients. We know we can strengthen the ways we serve patients by creating an inclusive workplace where everyone feels their ideas matter.

As our company grows rapidly, we have a responsibility and the unique opportunity to foster a spirit of inclusion. That's why we are expanding our business practices to promote diversity and inclusion and leverage the advantages of a broad-based workforce.

Building Inclusion Through Employee Interest Groups

We believe that grassroots, employee-led advocacy and interest groups offer a valuable platform to build inclusion. Our Employee Interest Groups (EIGs) support and encourage like-minded colleagues to come together over shared interests. EIGs are completely voluntary, open to all and are supported with company-sponsored time and resources.

In 2018, our EIGs expanded to nine in the U.S., up from four in 2017. They include both traditional networks such as our ReLGBT Group, South Asian Interest Group, African

and Hispanic Heritage Interest Group, Women in Science and Engineering (WISER), Regeneron Chinese Culture Group, Toastmasters (to improve public speaking) and Veterans at Regeneron, as well as non-traditional groups such as Humanity of Planet Earth (for employees concerned about conservation and the environment) and an Improv Comedy Group.

Regeneron is made up of people from more than 100 countries. At Regeneron's regular Coffee Meet-ups, employees who are non-native speakers of English are invited to learn and practice together to improve language fluency, pronunciation and speaking confidence.



EMPLOYEE DATA¹

Regeneron U.S.
is proud to be included
in *Forbes'* 2018 Best
Employers for Women

Regeneron Ireland
was included in the
Great Places To Work
Best Workplaces
for Women

EMPLOYEE SNAPSHOT¹

Global workforce by gender

Female	48%
Male	52%

Global workforce by age

Under 30 years old	25%
30–50 years old	58%
Over 50 years old	17%

Diversity of U.S. workforce

White	63%
Minority	28%
Not disclosed	9%

Women in leadership positions (Director level and above)

Female	37%
Male	63%

Diversity of board²

Female	25% (total of 3) ³
Male	75% (total of 9)
Diverse members on board	42% ⁴

1. As of December 31, 2018 from 7,383 employees in more than 100 countries

2. Diverse by gender, race or national origin

3. 33% of our independent directors are female

4. 56% of our independent directors are diverse



EMPLOYEE GROWTH AND DEVELOPMENT

With thousands of our employees holding advanced degrees, we value original thinking and continuous learning. Our robust learning culture is based on scientific inquiry and includes numerous development and cross-training opportunities. All employees participate in a discussion of development and training opportunities at their mid-year and annual performance reviews.

Development opportunities include school cooperative positions, internships and fellowships, programs to support internal advancement, such as our Research Associate to Scientist career track, as well as targeted leadership development. We profile just a few here:

Delivering a Library of Learnings

TalentHub, our learning, development and technical training platform, provides instant access to a library of online courses, seminars, instructor-led trainings, instructional videos and education materials. Training materials and access reflect the shift to a younger demographic in our workforce with content delivered in short, engaging and easy-to-access videos. In 2018, employees engaged in 5,200 hours of on-demand elearning content.

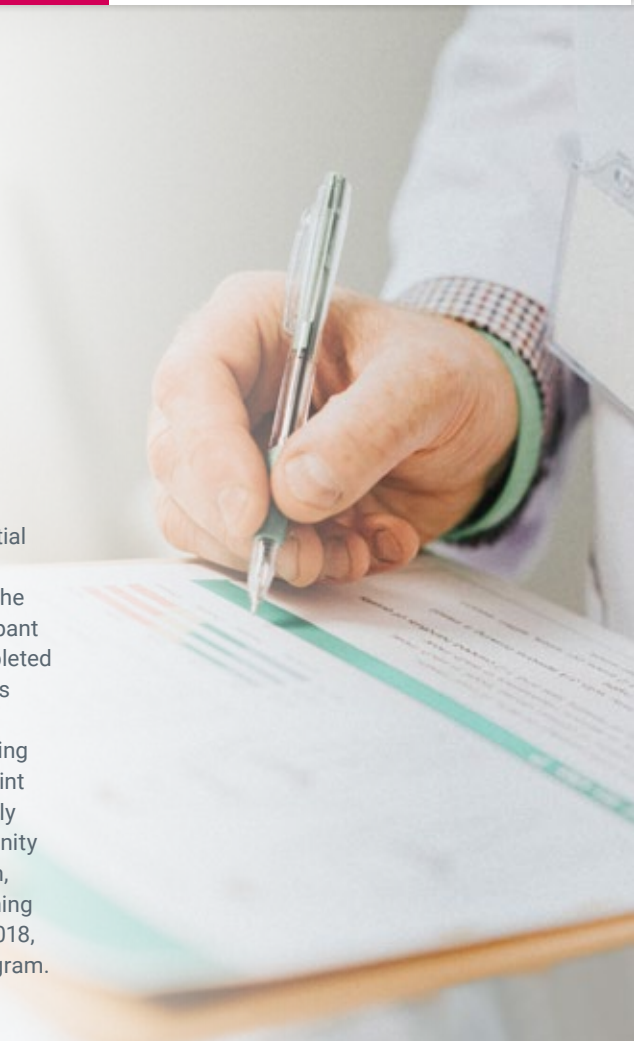
Targeting Professional Development

Regeneron's future depends on employees who understand our unique approach to drug discovery and biotechnology. We offer a two-day intensive program called Biotech@Regeneron, hosted by our senior scientific leaders, to explain how our medicines go from an idea to an approved treatment used by patients.

Developing Future Leaders Across Regeneron

Leader development opportunities help colleagues reach their full potential, transition from individual contributor to people manager and build skills needed at new leadership levels, while also helping the company create a ready pipeline of new leaders. For example, our Leadership Essentials Program aims to

deepen leaders' understanding of essential leadership and management skills. The curriculum provides instruction to build the performance and potential of the participant and their team. In 2018, 92 leaders completed the program, which covers topics such as leader as coach, delegating effectively, courage and managing conflict and leading and communicating change. In a mid-point program survey, participants unanimously said they would recommend the opportunity to others. Another development program, called ABCs of Management, offers training for IOPS leaders and future leaders. In 2018, 164 IOPS employees completed the program.





CASE STUDY

Attracting and Nurturing Future Leaders



Regeneron's BuILD (Business Leadership Development) program is designed to attract future leaders to Regeneron by offering an intensive, two-year rotational program for high-potential MBA graduates. Participants develop business and leadership skills and gain exposure to different areas of the company through three diverse nine-month rotations. BuILD associates have senior mentors throughout their experience and receive additional on-the-job mentoring during each rotation.

Jennifer North, a BuILD graduate, exemplifies the program's success. She participated in BuILD from 2014 to 2016, rotating through commercial finance, new product planning and business development roles. After completing the program, we were pleased to offer Jennifer a position in business development, her preferred function. In December 2018, Jennifer was promoted to associate director.

"Through the BuILD Program, I was able to develop strong relationships across a wide range of functions and different levels of the organization which have greatly benefited me in my current Business Development role."

Jennifer North
Associate Director, Business
Development, BuILD Graduate



EMPLOYEE BENEFITS AND RECOGNITION

Regeneron's *Total Rewards* philosophy focuses on supporting our employees by providing programs that are consistent with our unique culture and acknowledge and support the diversity of our employees. Our program is flexible and is assessed and refined as necessary in order to continuously meet the needs of our evolving company and the changing industry in which we work.

Competitive Compensation

Our overall objective with compensation is to support Regeneron's ability to attract and retain top talent to ensure our continued success. We assess our compensation annually to ensure that we are externally competitive, while at the same time focusing our efforts on fairness and internal equity. Employees are provided with the opportunity to receive above-market rewards for exceptional individual and business performance and most are afforded the opportunity to participate in our annual long-term incentives program regardless of position or level.

Recognition

In addition, R³, Regeneron's recognition and rewards program, is designed to recognize and appreciate all of the important efforts

that our employees make to move our company forward. We strive to recognize not only what employees achieve but also the important behaviors that employees display that support the essence of our culture. R³ gives employees and managers the ability to recognize and/or reward others across their own team as well as other functions, groups and locations in a personal, inclusive and timely manner. Employees are awarded points which can be redeemed for merchandise, gift cards, experiences and event tickets.

In 2018, 90 percent of employees received at least one recognition, compared to 80 percent in 2017. In 2018, colleagues shared more than 66,000 recognition moments and nearly \$2.4 million has been awarded. In 2019, R³ will expand to let employees use the value of their points to contribute to charitable organizations.

We award equity to all employees consistent with our unique culture and approach around compensation. Our founders believe that all employees should share in the profits that come with our success. A cornerstone of this philosophy is reflected in the fact that every newly-hired employee receives Regeneron stock options.



Inclusive Benefits

We offer competitive benefits in part because we want to make sure employees have the peace of mind to focus on scientific innovation and bringing new medicine to patients. Our program includes an enhanced 401k savings plan and a comprehensive selection of medical, dental and vision plans. We also cover any Regeneron prescription drug, if appropriately prescribed by a physician, at 100% for employees and eligible dependents who are enrolled in our medical plan, subject to certain requirements.

We offer comprehensive maternity benefits exceeding statutory requirements, including paid leave for up to 12 weeks in the U.S. We began offering paid paternity leave in 2015 and extended the length of this leave in 2016. We also make further time available if needed in the form of Paid Time Off (PTO) and employee leave programs. In 2018, we added a paid leave of up to six weeks for parents of an adopted or surrogate child.

Each year we review and adjust our benefits, with input from our colleagues, to reflect the needs of our work force. In 2018, we launched an exciting new Tuition Forgiveness program, which offers financial assistance to U.S. entry-level and early-career employees to help them pay down their student loan debt. Over five years, employees are eligible to receive \$100 in company-sponsored, monthly

payment contributions up to a total of \$6,000 in debt-reduction assistance.

In 2018, we also introduced a program to assist employees who have children in high school get help with the college admissions process as well as create a strategy to manage college expenses and debt.

Benefit program snapshot:

- Child and elder care programs, including concierge support to find emergency backup care
- Torchlight, a program to help caregivers access information to support their children with special needs
- Family planning, including an annual infertility benefit of \$20,000 a year, which includes same-sex partner coverage beyond state and federal requirements
- Gender reassignment benefit
- Education reimbursement plan of up to \$10,000 a year for tuition and books



Regeneron offers a Tuition Reimbursement program to all employees wishing to further their education. This program is intended to develop employees' knowledge and skills so that they can apply them directly in their role at Regeneron and further their career. In 2018 we invested more than \$1 million in the program and close to 260 employees participated globally.



Wellness and Wellbeing

We know that wellness and wellbeing programs are increasingly valued by our workforce. When possible, our managers work with our employees to accommodate a more flexible work schedule, including through remote working opportunities. We also provide our employees with as much flexibility as possible when it comes to using their PTO allowances, including providing a carry forward of 15 days of PTO into the next year. Additional programs range from biometrics screenings to desk yoga and massage therapy. Onsite amenities and services include gyms at our campus locations, after-work sports programs and weight-loss clinics, as well as on-site barista and smoothie bars and farmers' markets. We also offer retirement and tax planning.

In 2018, we continued our support for employee and community educational programs to help break the stigma of mental illness and raise awareness about suicide prevention.



The 2018 Wellbeing Week at our Limerick, Ireland, facility featured healthy lifestyles and nutrition seminars, information booths and events such as body mass index assessments, sight tests, orthotics, nutrition and physio consultations, massage treatments, pension clinics and more.



Environmental Stewardship and Occupational Health and Safety

We believe that making the world healthier through life-transforming medicines goes hand-in-hand with our commitment to a healthy planet. We aim to reduce our environmental impact by integrating sustainability into all aspects of our business.

This includes engaging our employees in environmental initiatives. For example, we use incentives and host corporate-wide events such as Earth Week to encourage our workforce to actively contribute to our sustainability efforts.

In 2013, we created ambitious, five-year sustainability goals for four major focus areas — carbon, waste, hazardous chemical waste and electricity. When setting these sustainability goals, we chose targets that we would have to stretch to achieve. We are proud to have achieved our carbon reduction and waste diversion goals. Although we attained notable reductions in our electricity

and hazardous chemical waste, we had not fully achieved the initial goals in these areas by 2018. This was largely due to our substantial growth over this five-year period; since 2013, Regeneron has added one new site in the U.S. and three others in Europe. This expansion of our infrastructure resulted in our electricity reduction rate coming just short of our target. Similarly, we increased our lab space to accommodate our significant R&D investments, which resulted in a corresponding increase in the lab equipment that generates hazardous chemical waste. Much of this added equipment runs autonomously, contributing to a lower reduction in hazardous chemical waste generation per lab employee than targeted.

In 2018, we conducted a comprehensive review of our environmental programs to better understand the strengths and opportunities across our operations. This work will inform our next generation of responsibility goals, which we will begin reporting on in our 2019 Responsibility Report.

FIVE-YEAR GOALS¹



Carbon

By 2018, we will reduce our greenhouse gas (GHG) emissions per full-time employee by 30%



Waste

By 2018, we will divert 90% of our waste from landfill



Hazardous Chemical Waste

By 2018, we will reduce hazardous chemical waste by 60% per lab employee



Electricity

By 2018, we will reduce our electricity consumption per full-time employee by 10%

PROGRESS



Achieved

We reduced our greenhouse gas emissions per full-time employee by 30%



Achieved

We diverted 98% of our waste from landfill, surpassing our goal



Notable Reduction

We reduced hazardous chemical waste by 43% per lab employee



Notable Reduction

We reduced our electricity consumption per full-time employee by 8%

1. Carbon and Electricity baselines are reported based on the original CDP reporting year; 2014 data corresponds to the June 2013–May 2014 reporting year



OUR ENVIRONMENTAL IMPACTS

Carbon Emissions

As a science-driven business, we acknowledge there are serious local, regional and global climate change impacts. We are compelled to operate responsibly and contribute to efforts that will help mitigate temperature increase, water scarcity, ecosystem disturbance and other harmful impacts associated with climate change. We use international standards from the World Resources Institute (WRI), World Business Council for Sustainable Development (WBCSD) and the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard to calculate our emissions and report our results publicly each year. Our site in Limerick follows the European Union Emissions Trading System (EU ETS), where Scope 1 emissions are controlled and taxed on a national and European Union basis. In this case, each emitting entity pays for its emissions of carbon.

Our intensity-based goals are calculated per full-time employee, and we use an operational

control boundary for all sites. We engage a third-party firm to verify the accuracy of our reporting of Scope 1 and Scope 2 (location-based and market-based) carbon emissions. Due to the complexity of measuring emissions that are not within our control, we only report Scope 3 emissions from business travel in this Responsibility Report.

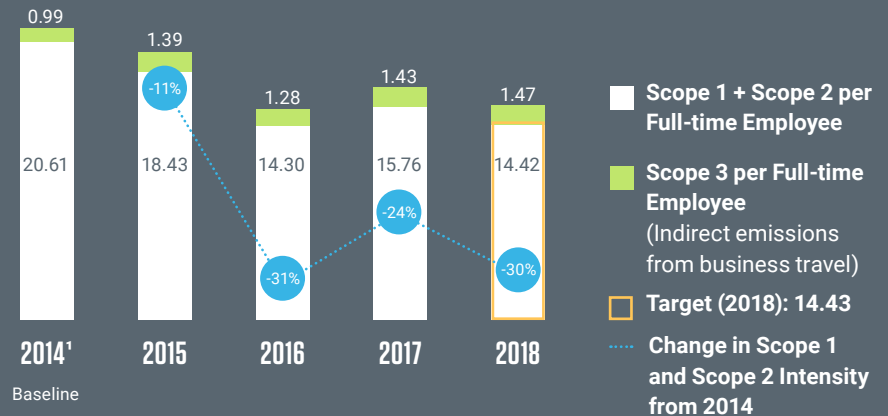
Energy Management

Energy management is at the forefront of our sustainability strategy. We seek to generate our own renewable energy and implement energy efficiency projects to offset carbon emissions, reduce energy-related operational expenses, generate revenue and provide clean and reliable power to our campuses.

We generate onsite renewable energy from solar photovoltaic systems at three of our sites, and all garages are net-zero. Our Tarrytown and Rensselaer solar canopies produce 545 kW and 106 kW of energy, respectively, and our solar rooftop in Sleepy Hollow produces 1 MW of energy.

GHG EMISSIONS INTENSITY PROGRESS

The following data are intensity based. Each item reflects the metric tons of carbon dioxide equivalent (CO₂e) units per employee. Our five-year goal is based on combined Scope 1 and Scope 2 per full-time employee.

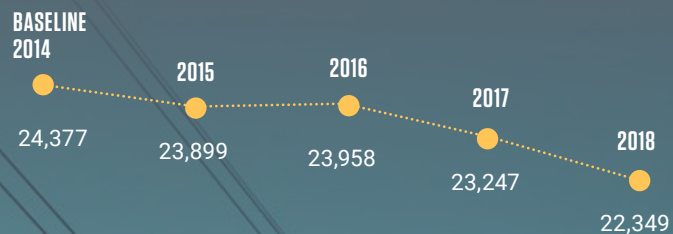


1. Carbon and Electricity baselines are reported based on the original CDP reporting year; 2014 noted above corresponds to June 2013–May 2014 reporting year



FIVE-YEAR ELECTRICITY CONSUMPTION INTENSITY IMPROVEMENT¹

Electricity consumption per full-time employee (kWh)



1. Carbon and Electricity baselines are reported based on the original CDP reporting year; 2014 noted above corresponds to June 2013–May 2014 reporting year

We recently installed a solid oxide fuel cell at our R&D headquarters in Tarrytown. It will improve operational resiliency and supply 100 percent of the peak power required to operate a newly renovated building. This clean, reliable source of energy eliminates the need for fossil fuels and the pollution associated with fossil fuel combustion. Since its installation, the fuel cell has reduced CO₂ emissions by approximately three million pounds.

We generated just over \$600,000 in revenue by participating in demand response programs while significantly improving the redundancy and resiliency of our operations. These programs mitigate risk associated with unintended incidents and adverse weather events while providing uninterrupted, reliable energy. We collaborate with Consolidated Edison, National Grid, New York State Energy & Research Development Authority (NYSERDA) and New York Independent Service Operator (NYISO) to ensure that we can contribute to energy grid balance while operating safely.

We have installed energy sub-meters at our primary sites, which are controlled through a central energy management system. This system of meters and software allows us to monitor real-time energy consumption, pursue efforts to improve efficiency

(for example, replacing air compressors and adding economizers to boilers) and achieve cost savings. Our Limerick manufacturing facility has an internal environmental management auditing program as part of its Environmental Management System (EMS) and in line with compliance requirements. Updates on the EMS must be provided to Ireland's Environmental Protection Agency. Our Limerick site has also completed an external energy efficiency audit, as required for Industrial Emissions Licensing.

We continue to implement energy efficiency improvements. For example, we installed electrochromic insulated glass units (IGUs) at our Tarrytown campus, which adjust a window's tint in response to external conditions. IGUs improve energy efficiency and occupant comfort by reducing glare as well as the energy required to cool the building. We have installed LED lighting throughout our campuses, run by a sophisticated lighting control system. Several architectural measures have been implemented in Limerick to reduce energy consumption, such as increasing the thermal performance of glass and incorporating a building automation system to optimize heating, air conditioning, lighting and other systems and reduce energy use and costs.



This year, our Tarrytown campus completed a Strategic Energy Management pilot program with NYSEERDA. As a result of the program, we have implemented numerous projects such as maximizing the energy savings through our lighting control system, reducing heat loss in our mechanical heating systems and improving our energy modeling capabilities and budgeting.

Together, our program initiatives and maintenance practices have reduced energy usage and operational expenses, generated revenue and increased employee awareness of energy-saving opportunities across our properties.

Sustainable Transportation Programs

We encourage sustainable transportation through several initiatives: electric vehicle charging stations, commuter benefits, bike storage and shower facilities, shuttle buses, preferred parking for carpool and green vehicles and an online transportation portal.

We currently have 20 electric vehicle charging stations across three sites, with plans to install more during 2019. All stations are free for employees to use. We offer the WageWorks program to U.S.-based employees

who utilize public transportation, which applies pre-tax dollars to a flexible commuter expense account. Regeneron also has a Rideshare portal, which shares sustainable commuting information such as bike routes, train schedules and Park & Ride locations.

Membership in the Rideshare portal increased by 39 percent in 2018 compared to 2017, with more than 800,000 vehicle miles and 341 tons of carbon emissions avoided.

This year, Regeneron participated in the Hudson Valley's Car Free Day event and achieved the greatest number of pledges of all participating organizations. We reduced almost 8,000 vehicle miles traveled, which is equivalent to approximately 6,350 pounds of CO₂ emissions saved.





WASTE MANAGEMENT

We are proud that we surpassed our five-year waste diversion goal, with 98 percent of our waste being diverted from landfill. We are working towards our company-wide commitment of zero-waste-to-landfill by 2020. Our manufacturing site in Limerick has already achieved zero-waste-to-landfill status, with all non-hazardous waste reused, recycled, composted or converted to energy. We continuously work with our waste management companies to discuss innovative opportunities to reduce waste, track our progress and accommodate future growth.

We use a color-coded, pictorial waste system to help employees with accurate disposal of routine waste items. Our Rensselaer facility participates in a five-cent bottle deposit program, where plastic bottles are recycled and all money generated is donated to a charity of choice. During Earth Week 2018 at our Limerick site, employees were given reusable drinking cups and wash stations were installed, part of the site's program to phase out the use of disposable drinking cups.

In addition to plastic, glass and aluminum containers, we recycle wood pallets, cardboard, scrap metal, stainless steel, electronic waste, K-Cups and Styrofoam coolers. All wood pallets are recycled before entering our manufacturing facilities, and all plastic pallets are reused onsite.

We have detailed waste management plans and flows for our sites. We provide new employee training for waste management at our manufacturing facilities, which includes Standard Operating Procedures. Our sites have also begun engaging with suppliers and reviewing their packaging procedures to reduce unnecessary waste entering and exiting our plants. Our Limerick site offers expired or unused process materials for re-use by other Regeneron functions in an effort to decrease the amount of waste leaving the site. In 2018, our Tarrytown R&D facility introduced laboratory "clean outs" to remove any unused and/or expired equipment. We donate valid supplies to the Afya Foundation, which distributes healthcare equipment and supplies to resource-poor areas.

2018 WASTE METRICS

Total waste disposed (tons)	10,860
Non-hazardous waste (tons)	9,810
Recycled (%)	51%
Waste to energy (%)	41%
Composted (%)	3%
Incinerated/Physicochemical treatment (%)	3%
Landfill (%)	2%
Hazardous waste (tons)	1,050
Waste to energy (%)	66%
Incinerated/Physicochemical treatment (%)	30%
Recycled (%)	4%
Hazardous chemical waste (lbs.)	23,295
Hazardous chemical waste intensity (per full-time lab employee)	16.21



As our company continues to grow, we utilize waste collection guidelines from Leadership in Energy and Environmental Design (LEED), the most widely used green building rating system in the world. Across all of our sites, we recycled 5,050 tons, composted 290 tons and converted 4,730 tons of waste to energy in 2018.

Hazardous Waste

We carefully track hazardous waste generated from our laboratory and process areas, and continually seek ways to reduce waste and minimize our impact on the environment. In our research and manufacturing areas, we use innovative chemical waste collection systems to divert waste to appropriate disposal containers based on hazard content. At our manufacturing facility in Ireland, approximately 80 percent of hazardous solid waste is treated nationally and is either recycled or converted to energy. We ensure that all practices and procedures are compliant with the Environmental Protection Agency (EPA), Department of Environmental Conservation (DEC) and Good Manufacturing Practices (GMP).

Our Environment, Health & Safety team educates all of our employees about safe handling and disposal of hazardous chemical waste through mandatory trainings, which are administered online and in-person.

Additionally, we employ an internal audit system to ensure correct labeling, handling, use and disposal of hazardous chemicals as per the relevant regulations.

We conduct risk assessments on all chemical supplies that enter our sites and source less hazardous alternatives when feasible. We primarily focus on reducing inputs, particularly with our pre-clinical manufacturing processes, and we are currently implementing bulk chemical storage at our global manufacturing sites. We track the volumes of chemicals stored and used on our sites to help prevent unnecessary waste.

For our sites that handle and dispose hazardous content, 100% are certified compliant with relevant waste management guidelines, including Hazardous Waste Operations and Emergency Response Standard (HAZWOPER) in the U.S.



Water Management

According to the WRI's Aqueduct tool, our U.S. sites have a medium to high probability of being exposed to water-related risks, which include quantitative, qualitative, regulatory and reputational factors. We pursue several initiatives to reduce our water consumption and ensure that all discharged water meets high quality standards.

To track our water consumption, we have completed metering installations at our primary sites. We are working to sub-meter incoming sources of process water to more granularly track water usage and pursue water reduction initiatives in key areas. We consistently review our meters to ensure that local regulations are being met and that water

requirements are suitable for existing and future growth.

We have installed low-flush toilets and low-flow fixtures in restrooms, kitchens and pantries to reduce our indoor water consumption. We plant native landscaping wherever possible and employ rainwater harvesting systems at our primary sites to reduce water consumed for irrigation.

At our manufacturing facilities, we monitor and treat our industrial wastewater and storm water before discharging to municipal sewer districts. Our Limerick facility operates a comprehensive storm water protection program to monitor run-off before discharging.



Biodiversity

Our building and site planning is designed with the environment in mind. We re-plant mature trees where feasible, allowing us to maintain our carbon sink and reduce atmospheric carbon. We maintain wetlands to conserve natural ecosystems and maintain habitats for local species.

We provide designated green spaces at each site and install green roofs on our buildings whenever possible. These roofs provide numerous benefits such as reduction of water runoff, mitigation of noise pollution, urban heat island reduction and energy conservation.

Our Limerick site recently became a member of the All-Ireland Pollinator Plan (2015-2020), which is an action plan supported by more than 68 governmental and non-governmental organizations across Ireland. This is an important initiative to help preserve bee species in Ireland at a time when nearly a third of these species are believed to be threatened with extinction. Regeneron employees have planted native foliage, installed bee hotels and continue to raise awareness in the workplace and the larger community to support this initiative.

At our Rensselaer property, we have restored a 23-acre “forever wild” nature preserve as well as developed community gardens and a designated bee pollinator area on campus. At our Tarrytown site, 40 acres are zoned non-developmental and will remain forested.





ADDITIONAL ENVIRONMENTAL COMMITMENTS

In 2018, we made additional public commitments to advance our environmental sustainability. Below is an update on our progress.

FOCUS	COMMITMENT	PROGRESS
Microgrid	Incorporate microgrid technology into master planning efforts for our R&D campus	Began to explore battery storage for our Tarrytown campus
LEED	Achieve LEED certification on at least one of our newly renovated buildings	Began to assess LEED Silver certification for Tarrytown campus
Car-share	Establish a formal car-share program	Explored vendor options, negotiating to leverage existing relationship
Parksmart	Achieve Parksmart certification for the parking garage at our R&D campus	Conducted feasibility study and determined that the garage did not meet the criteria for certification
Team	Create a Global Green Team	Established global environmental working group to manage and measure environmental impacts
Global goals	Update our sustainability goals to incorporate all sites globally	Began to develop goals in 2018, with plan to publish in our 2019 Responsibility Report



OCCUPATIONAL HEALTH AND SAFETY

The health and safety of all of our employees is critical to our success, and our aim is to make the workplace the safest part of our employees' day. We do this by meeting or exceeding all Environmental, Health, Safety (EHS) and Security regulations and driving best practices.

We have an extensive range of programs, plans and procedures to ensure the safety of all people who come to work at Regeneron. These include hazard recognition, evaluation and control elements, workplace design and engineering opportunities, regulatory compliance management, occupational health and safety programs, employee and management involvement, training, communications and audits.

We adhere to the standards set by local occupational health and safety regulatory bodies, such as the Occupational Safety and Health Administration (OSHA) and the Ireland Health & Safety Authority. We undertake routine site inspections and manage our leading EHS indicators to help reduce the risk of workplace accidents. We actively encourage employees to report potential hazards as a preventative measure.

For example, hazard reporting went up significantly at our IOPS locations with more than 7,200 potential hazards submitted in 2018, an increase of 120 percent over 2017. As a result of this, and our overall workforce increase, we saw our total recordable incident rate (TRIR) go down across all IOPS sites.

GLOBAL	2018
Total Recordable Incident Rate	0.97
Lost-Time Incident Rate	0.28
Days Away/Restricted or Transfer Rate	0.38
Fatalities	0

TOTAL RECORDABLE INCIDENT RATE ACCIDENT TYPE (%)

Ergonomic Related	41%
Struck/Caught/Abrasions ¹	17%
Slip/Trip/Fall	12%
Illness	9%
Needlestick/Sharps	5%
Motor Vehicle	5%
Other	5%
Chemical Exposure	3%
Animal Bite	3%
Total	100%

1. This covers the OSHA categories of: Struck by/against; Caught in or between; and Abraded/punctured/scratched/laceration



At our Tarrytown campus, we created a variety of custom inspection applications to ensure ease of identification and close out of EHS-related findings. Our Ergonomic Assessment Inspection app helps to reduce ergonomic injuries. In 2018, we completed 475 ergonomic assessments for our field employees and across our Tarrytown, Basking Ridge and Sleepy Hollow campuses, up 20 percent from 2017. In 2019, we are investing in ergonomic management technologies such as RSI Guard, a desktop platform that is intended to promote ergonomic awareness and health. With our lab auditing application, we saw a 56 percent improvement from 2017 in the time it took to resolve an audit observation. Of the EHS-related observations in 2018, 97 percent have been rectified as of March 2019. Approximately 275,000 square feet of laboratory space is audited on a quarterly basis.

Promoting Safe, Efficient and High-Quality Operations

A central tenet of the culture of our IOPS team is our drive to continuously improve. Our SLIM (an acronym for Simple, Logical Improvements Matter) program challenges every employee to continuously look for opportunities to improve safety, quality and efficiencies. In December 2018, we announced the winners of our annual SLIMMY awards. Throughout the year, 88 percent of IOPS employees submitted SLIMMYs, implementing thousands of unique, innovative projects to improve safety, quality and efficiency.

Some examples of winning projects include ergonomic-related improvements such as a needle decapper, a drum conditioner, ergonomic raw material scoops and redesign of workspaces. We also recognized projects related to improving safety, such as keeping floors dry by containing or redirecting potential spilled liquids in manufacturing suites in order to reduce slips and falls.



FOCUS AREA: BUILD A BETTER FUTURE

Our commitment to a better world extends beyond our labs. We are a leader in STEM (Science, Technology, Engineering and Math) initiatives that build science career pathways, we mobilize our engaged workforce to help build more resilient communities and we make global investments to support economic development in the communities where we live and work.

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INVESTING IN THE NEXT GENERATION OF SCIENTIFIC INNOVATORS

We believe that supporting young people who will tackle global STEM challenges through rigorous scientific research is not only the right thing to do but also a wise investment in our collective future. Robust scientific research and discovery is crucial to ensuring we continue making strides in our health and the health of our planet. It is our imperative to provide the next generation of scientific innovators with the resources they need to persist and thrive.

We direct more than 90 percent of our citizenship investments to supporting future scientific innovators. We aim to spark interest in STEM subjects from a young age and support, challenge and reward the brightest minds in science research. We also seek to address equity among students historically underrepresented in the sciences by increasing access to science research

education, improving the effectiveness of STEM teachers and bridging STEM opportunity gaps.

2018 was the second year of our 10-year title sponsorship of the Regeneron Science Talent Search, a program of the Society for Science and the Public. We describe our progress on this and other STEM initiatives in this section.

For the second consecutive year, Regeneron was recognized as one of the 2018 Civic 50, distinguishing us as one of the 50 most community-minded companies in the U.S.





“The Regeneron Science Talent Search competitors are some of our country’s very best young scientists. We’re so excited to support the winners for their remarkable accomplishments and are thrilled to see once again the amazing thinking that comes from a group of passionate, skilled young people bringing fresh perspectives to significant global problems.”

George D. Yancopoulos, M.D., Ph.D.
Founding Scientist, President and Chief Scientific Officer and a Science Talent Search winner in 1976

CASE STUDY

Regeneron Science Talent Search



The Regeneron Science Talent Search (STS), a program of the Society for Science & the Public, celebrates the best and brightest teen scientists in the U.S. In 2017, Regeneron became only the third sponsor (following visionary companies Westinghouse and Intel) of STS, the nation’s oldest and most prestigious science and math competition for high school seniors. The competition is designed to engage and inspire the next generation of scientific leaders. Alumni have gone on to win the Nobel Prize, found top science-based companies and invent groundbreaking new medical treatments. We know first-hand what it means to promising young scientists, as both of our top leaders, Len and George, are alumni of the competition.

Consistent with our long-term focus and efforts to incentivize young scientists, we made a 10-year, \$100 million commitment to support STS. In doing so, we nearly doubled the overall award distribution to

\$3.1 million annually to better reward the best and brightest young minds.

In 2018, we received more than 1,800 entrants, representing a nearly 4 percent increase over 2017. Entries came from almost all U.S. states and territories and 53 percent were female. Forty finalists competed in a rigorous judging process in Washington, D.C., for more than \$1.8 million in awards. In March 2018, 10 winners were selected, with Benjamin “Benjy” Firester, 18, of New York City, taking home top honors and a prize of \$250,000 for his development of a mathematical model that uses disease data to predict how weather patterns could spread spores of the late blight fungus. The late blight fungus caused the Irish Potato Famine and still leads to billions of dollars in crop damages annually.

In addition to prize money awarded, in 2018 we placed ten STS scholars or finalists in internship positions across our company.



CASE STUDY

Regeneron STEM Institute (YPIE)



The Regeneron STEM Research Institute is a four-year program to provide students with a solid foundation in science research and inspire them to pursue a STEM career. We developed the Institute in partnership with Yonkers Partners in Education (YPIE). Serving a diverse and underserved population, YPIE has a proven track record in cultivating and motivating scholars through its after-school programs.

Through a four-year commitment of \$100,000 per year, we are leveraging YPIE's established Scholars Program to introduce a STEM track that will educate and inspire young people to pursue science careers. Now in our second year, 16 sophomores

are entered in the rigorous academic curriculum. YPIE measures the program's success through the science competitions that the students enter. In 2018, one YPIE student submitted an application to Regeneron STS, and the program is aiming for ten or more applicants in 2019. In March 2019, four YPIE students presented at the Westchester Science & Engineering Fair (WESEF), with three placing in the competition. Our goal is to have at least 15 YPIE students presenting at WESEF by next year.

In 2018, Regeneron was honored by YPIE for its partnership to develop STEM education and foster the next generation of scientific talent.





STEM SNAPSHOT

Throughout our history, Regeneron has sponsored a variety of programs to advance all stages of STEM education and careers. Here's a snapshot of our impact in just a few:

BioBus Mobile Science Lab

Operating since 2010, the BioBus brings hands-on science research and discovery experiences to students in all grades within underserved public schools in New York State.

Impact: Since 2010, the BioBus has brought experiences to more than 250,000 students and enabled more than 13,000 students to take part in introductory scientific discovery programs, and delivered nearly 10,000 student contact hours through more than 100 school visits.

High School Science Research Mentorship Program

Regeneron has supported this program for nearly 20 years. It offers two-year, immersive, scientist-led, laboratory research experiences at Regeneron to high school students.

Impact: In 2018, 28 students were supported through the mentorship of Regeneron scientists.

STEM Teaching Fellowships

Regeneron has partnered with the STEM Leadership Center and its collaborators, NASA Endeavor and Teachers College, Columbia University, to offer a competitive 16-month fellowship opportunity for local science educators in New York State. Operating since 2013, the fellowships offer STEM teaching preparation and professional development, including graduate coursework and a two-week lab mentorship at Regeneron. At the end of the fellowship, participants earn a STEM Leadership Certificate from Teachers College, Columbia University and NASA Endeavor as well as a Certificate of Completion from Regeneron.

Impact: 10 teachers each year learn to apply research-based, STEM pedagogical strategies including inquiry and design practices and STEM content in the classroom.

The program aims to influence teachers' classroom practice, resulting in increased access for student participation in STEM. Now in its fifth year, Regeneron is funding research to determine if this program offers a scalable model to address the need for STEM educators who effectively develop and teach STEM skills to students.



LEADING IN COMMUNITY INVOLVEMENT

We believe it's important to build resilience in the communities where we live and work. We do this by supporting our employees' volunteerism and through our strategic philanthropic investments.

In 2018, we introduced a new Volunteer Time Off program in response to employee feedback. The program lets eligible employees take up to eight hours of paid time off per year to volunteer with eligible non-profit organizations.

In 2018, 61 percent of Regeneron worldwide employees donated more than 35,000 hours to local non-profit organizations through our volunteer programs, more than double the time volunteered in 2017. They also donated close to \$1 million through our Matching Gifts Program, supporting 1,185 non-profit organizations. In 2018, we lowered the minimum Matching Gifts donation to \$50 from \$100 in response to employee feedback. In 2019, we will extend our Matching Gifts eligibility to our international employees, magnifying the impact of employee giving around the world.

Awards snapshot

"The Civic 50"

One of the most community-minded companies in the U.S.

2018 Community IMPACT Awards

Capital Region Corporate Volunteer of the Year from The Stakeholders, Inc. (Rensselaer – Capital Region)

IDA Ireland

Won "Grand Prix" and "Excellence in Regional Investment" awards

\$12.9M

donated to national and local non-profit organizations, including contributions under matching gifts

\$57M¹

in medicines donated through our company-administered patient assistance programs and to disaster relief

Employees volunteered more than

35,000

hours,
a time value of

\$1.2M

1. Represents wholesale acquisition cost



CASE STUDY

Global Day for Doing Good



In October 2018, we held our second annual company-wide Day for Doing Good, with 55 percent of Regeneron employees participating. More than 4,000 employees worked together to create positive change, volunteering more than 14,000 hours in service of 116 organizations in 53 communities around the world. The volunteer projects supported social services, capacity building, the environment, education, health and hunger and animals care.



CASE STUDY

Using Data 4 Good



Launched in 2017, Regeneron’s pro bono Using Data 4 Good program helps non-profits diagnose and improve pain points related to their data collection systems. Developed in partnership with the Taproot Foundation, a leader in pro bono service, Using Data 4 Good engages the unique skills and expertise of Regeneron’s scientists to meet a common, but often unaddressed non-profit challenge – the need for efficient and effective data systems and processes.

The 2017 pilot confirmed a clear need for this support in the non-profit sector and a strong interest from employees to contribute. In 2018, we formally launched the program, with six teams of Regeneron

professionals supporting six non-profits, including Abbott House, Afya Foundation, Pace Women’s Justice Center, Biobus and others, to explore data systems-related challenges. The work was implemented in two phases: a two-day diagnostic sprint, followed by 12 weeks of implementation support.

Building on our success, we are intent on fine-tuning this initiative to increase its benefits for both participating non-profits and our employee participants. We are also exploring a new “done-in-a-day” program that would pair non-profits with Regeneron experts to spend one day together focused on addressing an area of organizational need.

4,000+

colleagues participated in our **Day for Doing Good**, logging more than **14,000 hours of service**





Volunteers of the Year Awards

At Regeneron, we are passionate about making our world a better place. Volunteering is an important part of our culture, and we empower our people to contribute their time, talents and skills to create meaningful change in our communities. Now in its second year, the Regeneron Volunteers of the Year program lets us recognize colleagues who have great passion and commitment to a cause, as well as lead the drive towards developing sustainable solutions for their communities.

In 2018, we received more than 70 nominations for colleagues from our corporate, IOPS and field teams, representing thousands of hours of time dedicated to important causes across the globe.

In April 2018, six winners and three honorable mentions from around the world were invited to celebrate at an awards ceremony with George Yancopoulos, our President and Chief Scientific Officer, other Regeneron senior leaders and more than 100 colleagues. Additionally, winners were awarded a \$500 donation to the non-profit of their choice and 250 points for R³, our peer recognition platform that allows employees to redeem recognition points for merchandise.

“Working for a company that strongly supports employee volunteer efforts means that we can combine our efforts and do more for the community as a unified group than as individuals. Personally, it means that I can demonstrate the right values to my children with my actions.”

George Dan
Director, Sourcing



SUPPORTING ECONOMIC DEVELOPMENT

Regeneron's operations in New York State and in Ireland are significant contributors to the economy. Our direct economic contributions include wages for our employees, contractors and vendors, as well as taxes paid to governments. We are committed to hiring local suppliers whenever possible.

In New York State, we have invested more than \$2 billion in our office, labs and manufacturing infrastructure over the past four years. In 2018, we employed nearly 5,600 people in New York State, with a total combined compensation of more than \$1 billion.

Our IOPS sites in the Capital Region, New York, and Limerick, Ireland, are two of the larger employers in their regions, and continue to grow. We've rapidly expanded our Rensselaer, New York, infrastructure with new buildings and facilities, and our Limerick infrastructure with the development of our new 400,000 square-foot manufacturing site.

New York State Capital Region

Since 2014, our expenditures on salaries and benefits in the Capital Region have increased by nearly 220 percent, and payments to vendors by more than 40 percent. As of December 31, 2018, we directly employed more than 2,600 full-time and temporary employees, contributing \$256 million to the economy through their wages. In addition to direct and indirect wage contributions, in 2018, we made capital investments of nearly \$150 million to expand our operations in Rensselaer County. In fall 2018, we announced our commitment to spend \$800 million through 2025 to expand our facilities and capabilities in the Capital Region and create an additional 1,500 jobs.

REGENERON CAPITAL REGION SNAPSHOT

\$800M

additional investment
commitment through
2025, resulting in
1,500 jobs

2,600+

employees

44%

women in the
workforce

\$256M

paid in direct
compensation to full-
time and temporary
employees in 2018

\$149M

capital investment in
2018



Regeneron Limerick

Over the past five years, since we first announced plans to build operations in Ireland, we have made investments of more than \$1 billion, transforming a vacant former computer manufacturing factory into a state-of-the-art bulk biologics production facility that is the largest in the country.

In 2016, the Limerick IOPS facility acquired approval from the Irish Health Products Regulatory Authority, and in late 2017, the site received its first FDA approval to manufacture medicine for sale in the U.S. Today we are among the region's largest private employers, with a team of more than 800 people, helping drive economic growth in a region of 192,000.

Regeneron was a double winner at the inaugural "Invest in Ireland" awards in 2018, taking home the overall "Grand Prix" as well as the top spot in the "Excellence in Regional Investment" category. The competition is sponsored by IDA Ireland, the Irish government agency whose main objective is to encourage investment in Ireland by foreign companies.

REGENERON LIMERICK SNAPSHOT

800+
employees

43%
women in the
workforce

51%
employees that
live locally in
County Limerick

**\$1
BILLION**
investment in past
five years



DATA SUMMARY

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SCIENCE & INNOVATION¹

	2016	2017	2018
Science & Innovation			
Total FDA-approved Treatments	5	6	7
Investment in Research & Development (millions)	\$2,052	\$2,075	\$2,186
Number of Investigational Clinical-Stage Candidates	15	15	21
Number of Exomes Sequenced by Regeneron Genetic Center	150,000	300,000	500,000 ²

1. As of December 31 of applicable year, unless noted otherwise

2. As of January 2019

SOCIAL¹

	2016	2017	2018
Workforce			
Total Employees	N/A	6,230	7,383
Global Workforce by Gender			
Female	N/A	47%	48%
Male	N/A	53%	52%
Global Workforce by Age			
Under 30 years old	N/A	N/A	25%
30–50 years old	N/A	N/A	58%
Over 50 years old	N/A	N/A	17%
Diversity of U.S. Workforce			
White	N/A	N/A	63%
Minority	N/A	N/A	28%
Not Disclosed	N/A	N/A	9%
Women in Leadership Positions (Director Level and Above)			
Female	N/A	37%	37%
Male	N/A	63%	63%
Retention Rate	N/A	92%	93%
Employee Engagement Rate²	N/A	86%	89%

N/A = Not Available

1. As of December 31 of the applicable year

2. Percentage of Regeneron employees who said Regeneron is a great place to work in our annual employee survey



SOCIAL¹ (CONT.)

		2016	2017	2018
Occupational Health and Safety	Total Recordable Incident Rate (TRIR)	N/A	N/A	0.97
	Lost Time Injury Rate (LTIR)	N/A	N/A	0.28
	Days Away, Restricted or Transferred (DART)	N/A	N/A	0.38
	Fatalities	0	0	0
	TRIR by Accident Type (%)			
	Ergonomic Related	N/A	N/A	41%
	Struck / Caught / Abrasions ²	N/A	N/A	17%
	Slip/Trip/Fall	N/A	N/A	12%
	Illness	N/A	N/A	9%
	Needlestick/Sharps	N/A	N/A	5%
	Motor Vehicle	N/A	N/A	5%
	Other	N/A	N/A	5%
Chemical Exposure	N/A	N/A	3%	
Animal Bite	N/A	N/A	3%	
Community Involvement	Cash Contributions (USD, millions)	N/A	\$14.9	\$12.9
	In-kind Contributions (USD, millions)	N/A	N/A	\$57 ³
	Employee Time Contributions (volunteer hours)	N/A	15,935	35,225
	Employee Volunteer Rate	N/A	56%	61%

N/A = Not Available

1. As of December 31 of the applicable year

2. Covers the OSHA categories of: Struck by / against; Caught in or between; and Abraded/punctured / scratched/laceration

3. Represents wholesale acquisitions cost



ENVIRONMENTAL¹

		2016	2017	2018
Greenhouse Gas (GHG) Emissions	Total GHG Emissions (Scopes 1+2+3)	70,500	89,100	109,721
	GHG Scope 1 (metric tons CO₂e)	39,400	48,800	58,200
	GHG Scope 2 – Location Based (metric tons CO₂e)	25,300	32,900	41,400
	GHG Scope 2 – Market Based (metric tons CO₂e)	N/A	39,500	27,800
	GHG Scope 3 – Business Travel (metric tons CO₂e)	5,800	7,400	10,121
	GHG Scope 1+2 Emissions Intensity (metric tons CO₂e per full-time employee)	14.30	15.76	14.42
Energy	Electricity Consumption (kWh)	108,000,000	121,000,000	154,000,000
	Electricity Intensity (kWh per full-time employee)	23,958	23,247	22,349
Waste Disposed	Total Waste Disposed (tons)	N/A	N/A	10,860
	Non-Hazardous Waste (tons)	N/A	N/A	9,810
	Recycled (%)	N/A	N/A	51%
	Waste to Energy (%)	N/A	N/A	41%
	Composted (%)	N/A	N/A	3%
	Incinerated/Physicochemical Treatment (%)	N/A	N/A	3%
	Landfill (%)	N/A	N/A	2%
	Hazardous Waste (tons)	N/A	N/A	1,050
	Waste to Energy (%)	N/A	N/A	66%
	Incinerated/Physicochemical Treatment (%)	N/A	N/A	30%
Recycled (%)	N/A	N/A	4%	
	Hazardous Chemical Waste Intensity (per full-time lab employee)	13.57	15.04	16.21
Waste Diversion	Waste Diverted from Landfill	68%	94%	98%
Water²	Total Water Usage (megaliters)³	721	875	1,570

N/A = Not Available

1. As of December 31 of applicable year

2. 2016 and 2017 data covers Regeneron-owned sites. 2018 data covers both owned and leased sites.

3. All of our water is sourced from the municipality



GOVERNANCE¹

		2016	2017	2018
Board Composition	Board Size	13	13	12
	Number of Independent Directors	10	10	9
	Independent Directors on Board (%)	77%	77%	75%
	Number of Diverse Board Members²	4	5	5
	Percentage of Diverse Members on Board	38%	38%	42% ³
	Number of Women on Board	3	3	3
	Women on Board (%)	23%	23%	25% ⁴

1. As of December 31 of applicable year

2. Diverse by gender, race or national origin

3. 56% of our independent directors are diverse

4. 33% of our independent directors are female



MATERIALITY DEFINITIONS

	Issue	Definition
Culture of integrity	Clinical trial practices	Carrying out transparent and ethical conduct of clinical trials by having systems in place to ensure they are ethically administered, supervised and regulated.
	Corporate governance & accountability	Maintaining high-quality governance systems and policies, covering areas such as oversight of ESG issues, board and executive management composition, executive compensation and succession planning.
	Data security & privacy	Ensuring the protection of personal or sensitive information that individuals and/or organizations submit to the company.
	Ethics & compliance	Having systems and policies in place to ensure the company behaves honestly and responsibly, and complies with all relevant laws, regulations and codes of conduct covering areas such as bribery & corruption, political advocacy, animal welfare and anti-competitive practice regulations.
	Responsible sales & marketing	Ethical and transparent communication, promotion and marketing and sales of a company's products and services.
Employees	Diversity & inclusion	Foster a diverse workforce, ensuring equal opportunity for people of all backgrounds to join and advance at the company, as well as receive equal pay for equal work.
	Occupational health & safety	Ensuring the working environment is adequately maintained for worker safety and health.
	Talent attraction & retention	Recruiting and engaging employees with skill sets required for the current and future success of the business and industry, with focus on areas such as training & development, compensation and employee well-being.
Science & innovation	Environmental impact of product	Managing the direct and indirect impacts of the company's products on the environment throughout the product lifecycle, from design and development, to packaging and distribution, to product disposal.
	Intellectual property	Having systems in place for safeguarding trademarks, copyright, patents and designs, and for the prevention of illegal and uncredited iterations of these creations without proper attribution.
	Pipeline innovation	Investing in innovation and research in order to fulfill unmet medical needs and create value for society through research & development productivity, long-term research & development investment and product innovation.



MATERIALITY DEFINITIONS (CONT.)

	Issue	Definition
Operational excellence	Supply chain continuity	Creating a diverse and reliable supplier base to make sure desired services and products are received on time and mitigate supply-related risks (e.g., natural disasters, lack of access of raw materials, drug shortages).
	Environmental management	Having comprehensive and systematic management tools in place to identify and manage material environmental issues, such as waste, water, energy and carbon and air emissions.
	Product quality & safety	Ensuring that goods brought to market adhere to regulations, are safe and effective, have appropriate labeling and do not fall victim to counterfeiting.
	Responsible sourcing	Having systems and policies in place to ensure suppliers behave and conduct business ethically and responsibly, covering areas such as environmental management, occupational health & safety, freedom of association and forced & child labor.
Access to healthcare	Drug pricing & access	Setting fair drug prices, strengthening the capacity of healthcare systems and providing broad access to medicines to ensure medicines are available and affordable for the people who need them.
	Health outcomes	Focusing on better prevention, disease awareness and adherence to treatment to improve patients' health and well-being.
Socio-economic impact	Community & economic impact	Contributing to the local communities and economies in which the company operates, such as by paying taxes, creating jobs and supporting communities through in-kind and cash contributions.
	STEM talent pipeline	Fostering the next generation of STEM (Science, Technology, Engineering, Math) talent to ensure a diverse and deep pool of scientific innovators.



FORWARD-LOOKING STATEMENTS

This Responsibility Report includes forward-looking statements that involve risks and uncertainties relating to future events and the future performance of Regeneron Pharmaceuticals, Inc. (where applicable, together with its subsidiaries, “Regeneron” or the “Company”), and actual events or results may differ materially from these forward-looking statements. Words such as “anticipate,” “expect,” “intend,” “plan,” “believe,” “seek,” “estimate,” variations of such words, and similar expressions are intended to identify such forward-looking statements, although not all forward-looking statements contain these identifying words. These statements concern, and these risks and uncertainties include, among others, the nature, timing, and possible success and therapeutic applications of Regeneron’s products, product candidates, and research and clinical programs now underway or planned, including without limitation EYLEA® (afibercept) Injection, Dupixent® (dupilumab), Praluent® (alirocumab), Kevzara® (sarilumab), Libtayo® (cemiplimab), fasinumab, and evinacumab; the likelihood and timing of achieving any of Regeneron’s anticipated clinical development

milestones; unforeseen safety issues resulting from the administration of products and product candidates in patients, including serious complications or side effects in connection with the use of Regeneron’s product candidates in clinical trials; the likelihood and timing of possible regulatory approval and commercial launch of Regeneron’s late-stage product candidates and new indications for marketed products, including without limitation EYLEA, Dupixent, Praluent, Kevzara, Libtayo, fasinumab, and evinacumab; the extent to which the results from the research and development programs conducted by Regeneron or its collaborators may be replicated in other studies and lead to therapeutic applications; ongoing regulatory obligations and oversight impacting Regeneron’s marketed products (such as EYLEA, Dupixent, Praluent, Kevzara, and Libtayo), research and clinical programs, and business, including those relating to patient privacy; determinations by regulatory and administrative governmental authorities which may delay or restrict Regeneron’s ability to continue to develop or commercialize Regeneron’s products and product candidates; competing

drugs and product candidates that may be superior to Regeneron’s products and product candidates; uncertainty of market acceptance and commercial success of Regeneron’s products and product candidates; the ability of Regeneron to manufacture and manage supply chains for multiple products and product candidates; the ability of Regeneron’s collaborators, suppliers, or other third parties (as applicable) to perform manufacturing, filling, finishing, packaging, labeling, distribution, and other steps related to Regeneron’s products and product candidates; coverage and reimbursement determinations by third-party payers, including Medicare and Medicaid; unanticipated expenses; the costs of developing, producing, and selling products; the ability of Regeneron to meet any of its financial projections or guidance, and changes to the assumptions underlying those projections or guidance; the potential for any license or collaboration agreement, including Regeneron’s agreements with Sanofi, Bayer, and Teva Pharmaceutical Industries Ltd. (or their respective affiliated companies, as applicable), to be cancelled or terminated without any further product

success; and risks associated with intellectual property of others and pending or future litigation relating thereto, including without limitation the patent litigation and other related proceedings relating to EYLEA, Dupixent, and Praluent, the ultimate outcome of any such proceedings, and the impact any of the foregoing may have on Regeneron’s business, prospects, operating results, and financial condition. A more complete description of these and other material risks can be found in Regeneron’s filings with the U.S. Securities and Exchange Commission, including its Form 10-K for the fiscal year ended December 31, 2018, including in the section thereof captioned “Item 1A. Risk Factors.” Any forward-looking statements are made based on management’s current beliefs and judgment, and the reader is cautioned not to rely on any forward-looking statements made by Regeneron. Regeneron does not undertake any obligation to update publicly any forward-looking statement, whether as a result of new information, future events, or otherwise.