

DATA SUMMARY



SCIENCE AND INNOVATION

	2020	2021	2022
Total FDA-approved Treatments	9 ¹	9	9
FDA Approvals for Additional Indications and Populations	2	5	4
Investment in Research & Development (USD, millions)²	\$2,647	\$2,860	\$3,593
Number of Investigational Clinical-Stage Candidates	30	30	~35
Number of Exomes Sequenced by RGC since 2013 (millions)	1.4	~2	~2

NOTES

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

¹ As of February 2021.

² Certain prior year amounts have been reclassified to conform to the current year's presentation.

SOCIAL¹

	2020		2021		2022	
WORKFORCE						
Total Employees	9,123		10,368		11,851	
Full-time employees	N/A		N/A		99.9%	
Part-time employees	N/A		N/A		0.1%	
Employee Engagement Rate²	92%		88%		87%	
Global Workforce by Gender	Women	Men	Women	Men	Women	Men
Board of Directors	25%	75%	25%	75%	23%	77%
Leadership (VP+)	25%	75%	29%	71%	33%	67%
Management	49%	51%	50%	50%	50%	50%
Total Global Workforce	49%	51%	49%	51%	50%	50%

People of Color (POC) in U.S Workforce³	POC	White	POC	White	POC	White
Board of Directors	33%	67%	33%	67%	31%	69%
Leadership (VP+)	18%	82%	19%	81%	22%	78%
Management	33%	67%	33%	67%	36%	64%
Total U.S. Workforce	32%	68%	31%	69%	34%	66%

Turnover Rates by Type⁴	2022		
	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
	8.3%	0.7%	9.0%

	2020	2021	2022
WORKFORCE			
Global Workforce by Age			
Under 30 years old	26%	25%	23%
30–50 years old	55%	56%	56%
Over 50 years old	19%	20%	21%

NOTES

As of December 31 of the applicable year, unless noted otherwise. N/A = Not available.

For more information, please see our consolidated data from our 2021 submission of U.S. Federal Employer Information Report Equal Opportunity (EEO-1) Form [here](#). The 2022 Report is expected to be published in July 2023.

¹ Totals may not sum to 100% due to rounding.

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

³ Disclosed percentages are based on full-time employees in the U.S who disclose race or ethnicity. The denominator excludes those who do not disclose such information.

⁴ Voluntary and involuntary turnover rates may not sum to total turnover rate due to rounding.

SOCIAL¹

	2020	2021	2022
OCCUPATIONAL HEALTH AND SAFETY			
Total Recordable Incident Rate (TRIR)²	0.45	0.72	0.94
Lost-Time Injury Rate (LTIR)	0.08	0.11	0.28
Days Away, Restricted or Transferred (DART)	0.19	0.46	0.61
Fatalities	0	0	0
TRIR by Accident Type (%)			
Ergonomic	36%	53%	26%
Abrasions/bites/sharps ³	23%	9%	7%
Slip/trip/fall	16%	16%	11%
Chemical/biological exposure	7%	3%	8%
Motor vehicle	5%	1%	2%
Struck by/against	5%	11%	12%
Possible allergic reaction	5%	1%	1%
Hot surface/temperature extremes	0%	1%	1%
Caught in between	0%	1%	3%
Illness ²	0%	1%	29%
Other	0%	1%	1%

	2020	2021	2022
COMMUNITY INVOLVEMENT			
In-kind Contributions (USD, millions)⁴	\$466	\$859	\$1,519
Employee Time Contributions (USD, millions)	\$2.1	\$1.5	\$1.9
Employee Volunteer Rate	37%	42%	57%

NOTES

As of December 31 of the applicable year, unless noted otherwise. N/A = Not available.

¹ Totals may not sum to 100% due to rounding.

² In 2022, our year-over-year recordable incidents increased, driven by COVID-related exposures. As community COVID-related restrictions were lifted and more colleagues returned to work on site, there was an uptick in recordable illnesses due to potential work-related exposure. In the U.S. where these recordables occurred, Regeneron's work-related COVID-positive rates remained lower than state and local transmission rates.

³ This covers the OSHA categories of needlestick sharps, animal bites, abraded/punctured/scratched/laceration.

⁴ Includes product donations which are valued at wholesale acquisition cost.

ENVIRONMENTAL

The recommended disclosures of the Taskforce on Climate Related Financial Disclosures (TCFD) informed this data. For more information, please see the [Regeneron 2022 TCFD Report](#), [Regeneron's 2022 CDP Climate response](#) and our [website](#).

	2020	2021	2022
GREENHOUSE GAS (GHG) EMISSIONS			
Total GHG Emissions (Scopes 1+2+3)¹	849,799	913,861	814,916
Scope 1 (metric tons CO₂e)	58,200	64,800	65,800
Scope 2 – Location-Based (metric tons CO₂e)	33,200	38,100	46,400
Scope 2 – Market-Based (metric tons CO₂e)	22,900	27,300	28,500
Scope 3 (metric tons CO₂e)	768,699	821,761	720,616
Purchased Goods and Services (Category 1)	480,500	466,700	588,291
Capital Goods (Category 2)	259,800	320,700	35,830
Fuel-and-Energy Related Activities (Category 3)	19,100	20,600	66,876
Waste Generated in Operations (Category 5)	320	370	5,669
Business Travel (Category 6)	1,793	866	8,041
Employee Commuting (Category 7)	7,186	12,525	15,909
Scope 1+2 Emissions Intensity – Market-Based (metric tons CO₂e per square meter)	0.27	0.31	0.32
ENERGY			
Electricity Consumption (kWh)	164,000,000	195,000,000	193,200,000
Renewable Energy Usage (%)	20%	20%	20%

	2020	2021	2022
WASTE GENERATED²			
Total Waste Generated (metric tons)	6,210	6,770	8,200
Non-Hazardous Waste (metric tons)	5,160	5,520	6,790
Recycled (%)	26%	25%	32%
Waste to Energy (%)	70%	71%	61%
Composted (%)	2%	0.2%	4%
Incinerated/Physicochemical Treatment (%)	2%	4%	3%
Landfill (%)	0%	0%	0%
Hazardous Waste (metric tons)	1,050	1,250	1,410
Waste to Energy (%)	70%	74%	60%
Incinerated/Physico Chemical Treatment (%)	20%	19%	35%
Recycled (%)	10%	6%	5%
Landfill (%)	0%	0%	0%
WASTE DIVERSION³			
Waste Diverted from Landfill	100%	100%	100%
WATER⁴			
Total Water Usage (megaliters)	2,054	2,223	2,120

NOTES

As of December 31 of the applicable year, unless noted otherwise. N/A = Not available.

¹ Regeneron continues to expand its disclosure across Scope 3 categories. Total emissions reflect sum of Scope 3 categories disclosed.

² Totals may not sum to 100% due to rounding.

³ Waste figures exclude construction and demolition waste.

⁴ All of our water is sourced from the municipality.

GOVERNANCE

	2020	2021	2022
BOARD COMPOSITION			
Board Size	12	12	13
Number of Independent Directors	9	9	10
Independent Directors on Board (%)	75%	75%	77%
Number of People of Color (POC) Members on Board¹	4	4	4
People of Color (POC) Members on Board (%)²	33%	33%	31%
Number of Women on Board	3	3	3
Women on Board (%)³	25%	25%	23%

NOTES

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

¹ Diverse by race or ethnicity.

² 40% of our independent directors are diverse by race or ethnicity.

³ 30% of our independent directors are women.