

Ireland Gender Pay Gap Reports

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IRELAND GENDER PAY GAP REPORT

This report was prepared per the Gender Pay Gap Information Act 2021, an initiative by the Irish government that initially required companies employing more than 250 people to publish annual gender pay gap data. The requirement was revised for 2024 to include employees with more than 150 employees.

REGENERON®

Pay Equity vs. Gender Pay Gap: Representation Remains Our Focus

What is Pay Equity versus a Gender Pay Gap?

Pay Equity

The concept of compensating employees who have substantially similar job duties and responsibilities with comparably equal pay, regardless of protected characteristics like race, ethnicity or gender.



Gender Pay Gap

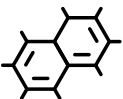
Measures the difference in hourly remuneration between men and women, regardless of level, throughout an organisation.

Why is closing the gender pay gap important to Regeneron Ireland?

Regeneron’s enduring mission is to make life-changing medicines. We challenge scientific boundaries daily, meaning our work is never done. Our culture is rooted in values and behaviours that define who we are, what we stand for, and how we work together — [The Regeneron Way](#).

Closing the gender pay gap reflects our commitment to living our core values with purpose and integrity. Our capacity to shape the future of medicine relies on fostering a diverse, equitable, and inclusive workplace for every employee. A more supportive workplace empowers our colleagues to create superior science, ultimately contributing to a better world.

The Regeneron Way



LEAD WITH SCIENCE

Science drives our business, and passion drives our science.



TAKE ON BIG IDEAS

We tackle big ideas and unsolvable problems with passion and courage.



MAKE IT HAPPEN

We don’t let unnecessary bureaucracy get in the way of quality or innovation.



BE GREAT TOGETHER

Work with smart, fun people and accomplish the extraordinary.



DO WHAT’S RIGHT

Do well by doing good with each other, our communities, our patients and the world around us.

Today, men and women are paid equitably for any given role at Regeneron. Our data shows that, similar to gender pay gap statistics in our industry across Ireland¹, our gender pay gap remains a matter of representation. In other words, fewer women in our highest remunerated roles results in a gender pay gap.

When men and women are equally represented at every level within the organisation, we can expect the pay gap will close.

Our ongoing commitment to ensuring equal opportunities and career growth for female employees aims to increase their representation in senior leadership positions.

How is Regeneron Ireland increasing representation to close the gap?

Our efforts to increase the representation of women throughout the organisation continue in three key areas:



In addition to our Diversity, Equity and Inclusion (DEI) initiatives, Regeneron Ireland appointed a new DEI lead in early 2024 to strengthen efforts to foster a supportive workplace and accelerate DEI programmes. The DEI lead works closely with Senior Leadership, Human Resource Business Partners, Talent Acquisition, Employee Resource Groups (ERGs) and Employee Interest Groups (EIGs) on all employee-related DEI matters.

1. Gillian Harford and Nessa Maguire, Building Action Through Data: An analysis of Equality, Diversity & Inclusion (EDI) in the BioPharmaChem Industry in Ireland. (Cork: BioPharmaChem Skillnet, Feb. 2023), page 17.



Attracting Diverse Talent: Prioritising Science, Technology, Engineering & Math (STEM)



To attract and retain diverse talent, Regeneron continues nurturing efforts to engage families, educators, and the community earlier to prioritise skill development and learning opportunities critical for STEM careers.

Sparkling an Interest in STEM

When bright and diverse minds pursue STEM, all of society advances. We focus on programmes that nurture, challenge and reward all students while also creating opportunities for those historically underrepresented in the sciences..

Secondary School Partnerships

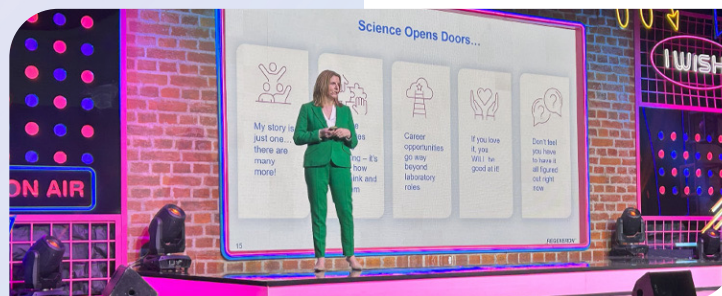
We are dedicated to championing the next generation of scientists by investing in today's students through funding a comprehensive, state-of-the-art refurbishment of several laboratories and preparation rooms at local secondary schools.



© Regeneron 2024.

STEM Academy

Our established STEM Academy continues to engage and inspire local students from underrepresented groups in STEM. Workshop activities complement students' classroom studies while introducing them to real-world applications and connecting them to Regeneron employees. There are plans to expand this programme in 2025 to include students in Transition Year and throughout the Senior Cycle, supporting their education and showcasing exciting paths to a fulfilling career in STEM.



Spotlighting STEM Careers

The annual iWish STEM event in Dublin is an initiative to encourage female students to explore and pursue careers in STEM. As a gold event partner, Regeneron plays a vital role in connecting these students with industry professionals by providing engaging talks and networking opportunities. Pictured is Muriel O'Byrne from Regeneron.

Regeneron's Niall O'Leary with students in a refurbished lab.

University Partnerships & Apprenticeships

We're delighted to have expanded in 2024 to include two new third-level institutions. Recognizing that attending university isn't the only pathway to a fulfilling career, we are proud to continue our apprenticeship programme to expand our talented team through hands-on learning and formalized mentorships.



Intern College Awards

Our internship programme continues to grow and recognises emerging talent with College Awards. Pictured are three of the five 2024 winners with Regeneron employees.

Fostering Growth & Development: Cultivating Future Biotech Leaders



Our colleagues have the opportunity to pursue their passions and achieve the extraordinary through work that serves a greater purpose. They can shape their career paths through ongoing learning and development programmes designed towards expanding opportunities for women.

Gender Equity in Biotech

In 2024, Regeneron recognised the need to more intentionally drive gender equity – internally and across the biotech industry. We launched a new initiative – Gender Equity in Biotech – to start building an ecosystem that will nurture efforts across the enterprise to create career pathways and opportunities for women, especially into more senior-level roles. Several female directors from Ireland participated in the launch activities, which aimed to gather feedback on research-based gender equity strategies from our rising female talent pool and other senior leaders. Early feedback and findings are informing and driving our efforts to support colleagues, inclusive of all genders and backgrounds.

**Gender Equity in Biotech
launch participants**

Employee Resource Groups (ERGs)

Our ERGs include colleagues from all functions. Each has a mission, vision and measurable goals that align with the three pillars of our organisation's diversity strategy. ERGs have a dedicated annual budget and two executive sponsors to foster growth and development among underrepresented groups. In 2024, Regeneron Ireland established three new ERG chapters. With the addition of these chapters, 70 percent of Ireland employees belong to one or more ERGs. Collectively, these groups continue to grow and gain traction, creating more networking and connection opportunities that help shape our organisation for the better.

The WISER (Women in Industry, Science & Engineering at Regeneron) ERG also sponsors programming that supports women's professional development, well-being and community outreach, such as:

- Cultivating a High-Performance Mindset: Attendees learned how to maximise their own potential while creating an environment that fosters high-performing teams.
- Presence Under Pressure Coaching Programme: Focused on individualized coaching to sharpen essential leadership skills.





Leadership Development

New people managers are required to complete comprehensive training programmes to upskill for the workplace of the future. Leadership training programmes such as The ABCs of Leadership, Elevate, Accelerate and Amplify include detailed modules with greater focus on leading with more inclusivity and purpose.

ABCs of Leadership
REGENERON'S MANAGER DEVELOPMENT PROGRAM

ELEVATE Experienced Managers
ACCELERATE Directors
AMPLIFY VP+

Peer Mentoring Expansion

This year, we continued our series of listening sessions with women at all levels of the organisation. Our colleagues' feedback informs ongoing efforts to improve all employees' experiences at Regeneron. We heard that vibrant networks are crucial to nurturing a broader worldview, gaining insights from industries outside our own and building our leaders' credibility and confidence as we ready our organisation for the future. In 2024, several female leaders participated in an external global peer mentoring programme. We also continue to engage several external coaching providers to support our leaders' development.



Real-World Impact

Participants in the peer mentoring programme have shared how much they appreciate the flexibility, the focus on learning and the chance to see things from different viewpoints. One participant said:

“My favourite part of the programme was meeting with my mentor. I really appreciated their advice and getting a fresh perspective outside of my daily routine.”

Supporting Each Individual: Work & Life



To achieve extraordinary results for patients, we begin by supporting our employees throughout their work and life. In response to listening sessions and other feedback, we introduced new offerings in 2024. Our focus on continuous improvement helps foster a more supportive and inclusive workplace that empowers all colleagues to do their best work while feeling valued, respected and safe regardless of their life stage.

End-to-End Family Support

New for 2024, our partnership with a global provider that supports women's and family health now provides employees in Ireland with access to support for everything from family building to menopause. Employees can receive localized clinical advice, financial guidance, and emotional support in one place.

Separately, all Regeneron Ireland employees can book emergency backup care sessions to support their childcare or adult eldercare commitments at no cost.

We continue to develop our maternity coaching programme for expecting mothers. The programme offers emotional and psychological support, confidentiality and objectivity, and practical preparation to ease the transition out of and return to work.



“

I have used nannies [through the company programme] many times over the last six years as we have limited family support nearby. They are so brilliant with our two daughters ...[and this allows] me to continue working without using other leaves and without feeling any mum-guilt!”

Emergency child or elder care sessions are available to all Regeneron Ireland employees

On-site Workshops & Services

Every life stage presents its joys and challenges. We understand our colleagues have demands outside of work and actively seek to support them in creatively managing their personal circumstances. In that spirit, we are piloting newborn care workshops for expectant parents in Ireland.

Our 2024 Metrics

Our gender pay gap metrics are based on 12 months of pay data and accounts for all colleagues working at Regeneron’s Ireland-based locations.

Reference Period:
1 July 2023 – 30 June 2024

Snapshot Date:
30 June 2024

As with any organisation, our gender pay gap metrics may fluctuate year to year based on many factors. What matters to us is our long-term progress towards closing the gender pay gap.

* A positive percentage means that the data is favourable to male employees while a negative percentage means that the data is favourable to female employees. The closer the percentage is to zero, the narrower the gap. Any stock awards, share options, interests in shares, etc., are discretionary equity grants that may be granted by Regeneron Pharmaceuticals, Inc. and do not form part of an employee’s regular remuneration granted by Regeneron Ireland.

** Beginning in 2024, in line with changes to the government’s regulations, awards of share options are treated as a benefit in kind, while share option vesting gains are no longer treated as bonuses.

Compensation*:
Reflect Information for employees (full-time, part-time, FTCs, apprentices and interns).

Hourly Remuneration		Bonus Recipients		Bonus Gap		Benefits-in-Kind (BiK)**	
Mean	Median	Men	Women	Mean	Median	Men	Women
13.1%	3.7%	82.2%	82.2%	27.8%	-5.1%	95.4%	93.7%
Refers to all ordinary pay (including base pay, allowances, shift premium and overtime) and bonuses, as defined by the regulations, during the reporting period. Calculation includes all employees, not just those paid by the hour.		Sets out the proportion of men and of women who receive any form of bonus. “Bonus” for this purpose predominantly includes regular performance bonuses, stock awards and vouchers, amongst some other types of awards.		Refers to the gap on the value of all bonus items taken together. The negative gap for the median indicates a gap in favour of women.		Sets out the percentage of our people awarded a share option and/or who have chosen to accept non-cash benefits of monetary value in the reporting period (e.g., medical or dental.)	

Representation:

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Male	Female	Male	Female	Male	Female	Male	Female
48.8%	51.2%	52.1%	47.9%	51.8%	48.2%	56.4%	43.6%
Each quartile represents a quarter of our workforce, ranked from the lowest-paid quartile to the highest-paid quartile on an hourly remuneration basis. Within each pay quartile, we set out the percentage of people who are men and the percentage who are women.							

Part-Time Employees:

There is no gender pay gap for part-time employees as all part-time employees during the reference period were female.

Hourly Remuneration	
Mean	Median
N/A	N/A

Temporary Contracts
(FTCs, Apprentices and Interns)

Hourly Remuneration	
Mean	Median
0.1%	0.0%

We remain committed to increasing the representation of women throughout all levels in the organisation by:

- 1 ATTRACTING DIVERSE TALENT**
- 2 FOSTERING GROWTH & DEVELOPMENT**
- 3 SUPPORTING EACH INDIVIDUAL**



As with any organisation, our gender pay gap metrics may fluctuate year to year based on many factors. What matters to us is our long-term progress towards closing the gender pay gap.

Closing the gender pay gap in Ireland requires the same relentless spirit Regeneron applies to helping people with serious diseases. It requires taking the long view and pushing established boundaries to support next-generation scientists in our organisation, local communities, educational institutions and society more broadly.

While we cannot eliminate the gap overnight, we will continue to invest in and develop the overall STEM talent pipeline while creating a supportive environment for women to pursue leadership opportunities. We believe these efforts will result in a higher representation of women in our more senior roles and better earning opportunities in the future.

It's important to note for the purposes of this report, gender is defined by the Irish government as binary; however:

Regeneron respects and champions people of all gender identities



Ireland Gender Pay Gap Report

This gender pay gap report was developed by Regeneron in response to the Gender Pay Gap Information Act 2021, an initiative by the Irish government requiring companies that employ more than 250 people to publish annual gender pay gap data.

This report accounts for all colleagues working at our Ireland-based locations. It provides a summary of Regeneron's metrics (as per legislative requirements), as well as details to help you understand why there is a gender pay gap — and what we're doing to reduce it.

Pay Equity vs. Gender Pay Gap: It's About Representation

What is Pay Equity versus a Gender Pay Gap?

Pay Equity

The concept of compensating employees who have substantially similar job duties and responsibilities with comparably equal pay practices, regardless of protected characteristics like race, ethnicity or gender.

vs.

Gender Pay Gap

Measures the difference in aggregate pay between men and women, regardless of level, throughout an organisation.

Why does Regeneron have a gender pay gap?

Today, in any given role at Regeneron, men and women are paid equitably. Our data shows that, similar to gender pay gap statistics across Ireland, our pay gap is a matter of representation of women in our industry. In other words, fewer women in senior roles results in a gender pay gap.

If men and women were represented in equal numbers at all levels across the organisation, the pay gap would be closed.

Our continued affirmative efforts to increase opportunities and career development for female employees should lead to increased representation of women in leadership roles.

How is Regeneron Ireland increasing representation to close the gap?

Regeneron is focusing on 3 key areas to increase representation of women throughout the organisation:

1



Attracting
Diverse
Talent

2



Fostering
Growth &
Development

3



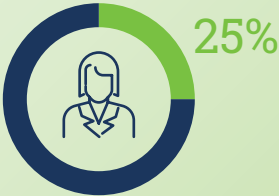
Supporting
Each
Individual



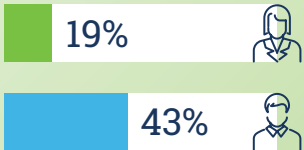
Attracting Diverse Talent: Building More Pathways to STEM Careers

Across Ireland,
fewer women pursue
STEM careers than men.

Of 120,000
people working
in STEM today,
only 25% are
female¹



In 2021 and 2022, only 19% of females
in higher education were studying
STEM, compared to 43% of males²



1. Department of Education, Recommendations from the Gender Balance in STEM Advisory Group, 2022
2. HEA, STEM in Higher Education in Ireland

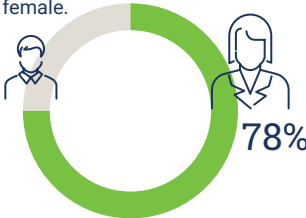
Attracting diverse talent requires innovating upon existing hiring models, so Regeneron has built new career pathways into multiple parts of the organisation.

Alternative Hiring Models

In an effort to tap a more diverse talent pool, in early 2022 Regeneron Ireland **revisited qualification requirements for a number of roles**, thereby expanding our ability to attract both individuals who are re-entering the work force after time out or are joining us from non-STEM career pathways.

From University: Co-op Internship Programme

To increase representation of females across the organisation over time, Regeneron is focusing on attracting diverse candidates to entry level roles and then **developing those colleagues towards long-term careers**. Of 233 interns hired in 2022 and 2023, 63% were female. Of those who converted to regular employees, 78% are female.



Instilling an Early Love of STEM

To make the biggest impact on the gender pay gap, we must increase the number of girls interested in STEM in primary and secondary school.

We help ignite this spark with children during company-sponsored events such as **Family Days, Days 4 Doing Good and Transition Year programmes**. Our four-year **Regeneron STEM Academy** provides secondary school students from underrepresented groups with hands-on experiences and assistance with college applications. Our **Apprenticeship programme** offers women a pathway into the trades and our **College Awards programme** aids recipients – 62% of whom are women – with placement, mentoring and bursaries.



Fostering Growth & Development: Growing Future Leaders from the Inside Up



Regeneron believes in fostering a culture of inclusion.

For us, an inclusive culture is one where colleagues can bring their whole selves to work and where everyone has the resources, support and encouragement to reach their full potential.

Regeneron's commitment to growth and development starts on day one and continues throughout all stages of an employee's career. We offer multiple programmes to nurture and support not just our female colleagues, and not just entry-level colleagues, but all colleagues.

Employee Resource Groups (ERGs)

Our 10 ERGs are colleague-driven, cross-functional affinity groups that, in part, support our efforts to retain and develop diverse talent and advance leadership pathways. Women are part of all 10 ERG leadership teams, from Women in Industry, Science & Engineering at Regeneron (WISER) to the South Asian+ ERG. ERGs amplify our colleagues' voices, shaping our culture and fostering community and connection along the way.

Mentoring+

In 2023, Regeneron rolled out a one-year, structured mentorship programme. Participants are matched with Regeneron business leaders who mentor them on career paths and leadership development. Females represent a majority of both participants and mentors. We plan to expand the programme in 2024.

Leadership Development

Regeneron works with external organisations and partners to provide leadership development at multiple levels of the organisation. Several mid-level managers are participating in an external Peer Mentoring Programme designed to advance leadership skills for women with at least 10 years' experience. We also provide independent Executive Coaching Consultants to support many of our leaders as they stretch into more senior roles.

Listening Sessions

In late 2023, we hosted several Listening Sessions with women across all levels of the organisations to gain a better understanding of their lived experience as Regeneron colleagues. Our findings are helping us to identify tangible actions we will address and measure in our 2024 Diversity, Equity and Inclusion plan.



Supporting Each Individual: Managing Work and Life

Where you work matters.

At Regeneron, we understand that where you choose to work bears a tremendous impact on your life and loved ones. That's why we strive to create a culture where all colleagues, including our female colleagues, want to stay and thrive.

One of our core beliefs is that all full-time employees should share in the financial rewards that come with our success. Upon hire, full-time employees receive equity-based long-term financial incentives such as stock options and restricted stock.

In addition, employees can participate in our annual short-term and long-term incentive programmes, regardless of position or level of seniority.

We continuously assess our benefit offerings to ensure that we're listening to and meeting the needs of our colleagues. We do this, not simply because it's good for business, but because it's the right thing to do.



100%
of our full-time
employees
receive equity
awards

Regeneron's compensation, benefits and recognition philosophy reflects our unique culture and supports our diverse range of colleagues at all phases of life.

New for 2023: Flex Time

As of this year, eligible colleagues receive 24 hours of personal flexibility time every year (in addition to existing leave entitlements) to observe or celebrate holidays, enjoy days of personal significance, prioritize well-being and self-care or tend to a loved one.

Family Leave

Eligible colleagues have the opportunity to balance work and life through enhanced family leave programmes that go above and beyond legal requirements.

Personal Leave of Absence

Regeneron recognises that colleagues have interests they may wish to pursue on a temporary, full-time basis such as education, sporting endeavors, charitable work or international travel. Our Personal Leave of Absence programme allows eligible colleagues to continue their employment relationship with us while pursuing those interests.

On-Site Services

We understand the demands our colleagues hold outside of work. We continuously assess and improve upon on-site amenities like our full-service gym, beautician/barber and car wash services in order to ease daily burdens and give our colleagues as much time with family as possible.

Maternity Coaching Pilot

Having a baby is one of life's biggest events. In 2023, we piloted a maternity coaching programme for expecting mothers that provided emotional and psychological support, confidentiality and objectivity, and practical preparation to ease both the transition out of and return to work.

Our Gender Pay Gap Metrics

Our gender pay gap metrics are based on 12 months of pay data.

Reference Period:
1 July 2022– 30 June 2023

Snapshot Date:
30 June 2023

As with any organization, we know that our gender pay gap metrics may fluctuate year-to-year based on a multitude of factors. What matters to us is our long-term progress towards closing the gender pay gap. We look forward to publishing our metrics in the years to come.

2023 Compensation:

Hourly Remuneration		Bonus Recipients		Bonus Gap		Benefits-in-Kind	
Mean <i>Average</i>	Median <i>Middle Point</i>	Male	Female	Mean <i>Average</i>	Median <i>Middle Point</i>	Male	Female
15.5%	5.9%	82.6%	77.1%	22.6%	-6.6%	90.6%	85.9%
Refers to all earnings during the reporting period on an hourly basis. It is important to note that this calculation includes everyone, not just those formally paid by the hour.		Sets out the proportion of men and of women who receive any form of bonus. "Bonus" for this purpose predominantly includes regular performance bonuses, stock awards and vouchers, amongst some other types of award.		Refers to the gap on the value of all bonus items taken together. The negative gap for the median indicates a gap in favour of women.		Sets out the percentage of our people who have chosen to accept non-cash benefits of monetary value, for example medical or dental insurance.	

A positive percentage means that the data is favourable to male employees while a negative percentage means that the data is favourable to female employees. The closer the percentage is to zero, the narrower the gap.

2023 Representation:

Lower		Lower Middle		Upper Middle		Upper	
Male	Female	Male	Female	Male	Female	Male	Female
48.5%	51.5%	48.8%	51.2%	52.9%	47.1%	58.3%	41.7%

Each quartile represents a quarter of our workforce, ranked from the lowest-paid quartile to the highest-paid quartile on an hourly remuneration basis. Within each pay quartile, we set out the percentage of people who are men and the percentage who are women.

2023 Part Time Employees:

Hourly Remuneration	
Mean <i>Average</i>	Median <i>Middle Point</i>
—	—

There is no gender pay gap for part-time employees as all part time employees during the reference period were female.

2023 Temporary Contracts:

Hourly Remuneration	
Mean <i>Average</i>	Median <i>Middle Point</i>
2.70%	0.00%

While we only report our gender pay gap metrics once a year, we are working to close the pay gap each and every day.



Closing the gender pay gap requires systemic change — within Regeneron, as well as across the educational landscape and society more broadly.

While we cannot eliminate the gap overnight, we believe that the ongoing affirmative efforts we make today will result in a higher representation of women in leadership roles with higher earning opportunities in the future.

We are encouraged by our efforts thus far, and excited about the future: since establishing Regeneron Ireland 10 years ago, the **representation of women has increased from 37% to 48%.**

It's important to note that, for the purposes of this report, gender is defined by the Irish government as binary; however:

Regeneron respects and champions people of all gender identities.



IRELAND GENDER PAY GAP REPORT

This gender pay gap report was developed by Regeneron in response to the Gender Pay Gap Information Act, an initiative by the Irish government requiring companies that employ more than 250 people to publish annual gender pay gap data.

The gender pay gap is the difference between the mean (average) and median (middle point) of hourly earnings of women and men across all jobs — at all levels — within an organisation. This report accounts for all colleagues working in our Dublin and Limerick locations. It provides a summary of Regeneron's metrics (as per legislative requirements), as well as details to help you understand why there is a gender pay gap — and what we're doing to reduce it.

Pay equity and the gender pay gap are related, but different concepts.

PAY EQUITY

The concept of compensating employees who have substantially similar job duties and responsibilities with comparably equal pay practices, regardless of protected characteristics like race, ethnicity or gender.

VS.

GENDER PAY GAP

Measures the difference in aggregate pay between men and women, regardless of level, throughout an organisation.

UNDERSTANDING THE GENDER PAY GAP AT REGENERON IRELAND

Understanding why there is a gender pay gap is key to reducing it. Our data shows that — similar to gender pay gap statistics across Ireland — Regeneron's pay gap is a matter of representation of women in our industry. In short, fewer women in senior roles results in a gender pay gap.

Regeneron is committed to continuing the important work of increasing the representation of women leaders in senior roles.

INCREASING REPRESENTATION THROUGH DEI

In addition to ensuring we foster an inclusive environment for all employees, our comprehensive Diversity, Equity and Inclusion (DEI) strategy and framework guides our efforts to grow the representation of women at all levels throughout our organisation. This commitment to our employees, patients, industry colleagues and the communities where we do business creates a Better Workplace, Better Science and Better World through DEI.

Our 2025 responsibility goals outline our commitments to increase representation of diverse individuals and foster inclusion throughout Regeneron.

Our DEI initiatives — including Employee Resource Groups (ERGs), mentoring programs and hidden bias training — guide us on our journey to gradually diminish the gender pay gap.



KEY TAKEAWAYS FROM OUR ANALYSIS



* See page 5 for more detail.
**Recommendations on Gender Balance in STEM Education, Department of Education, March 2022
© Regeneron 2022.

ADDRESSING OUR GENDER PAY GAP

With the same unwavering commitment we have to developing life-changing medicines for all patients, we are dedicated to increasing and supporting the diversity of our workforce. More diverse organisations — particularly those with diversity at all levels — tend to be more successful. And for us, success means delivering life-changing medicines to patients in need.

We are finding ways to connect with, nurture and inspire people from historically underrepresented groups — including women — to explore career pathways in STEM, thus increasing the overall talent pool. We will also continue to foster our internal workforce, encouraging growth into leadership positions.

FOSTERING NEW TALENT

We've found that many young people from a wide range of backgrounds are curious about STEM, but are sometimes daunted, so we set out to demystify STEM by encouraging students to explore pathways via multiple programmes.

Launched in early 2022, the **Regeneron STEM Academy** is a four-year programme that provides secondary school students from underrepresented groups with hands-on science experiences and assistance with college applications. And, over the last five years, our **College Awards programme** has provided recipients — 59% of them women — with placement, mentoring and bursaries.

Women are also well represented in our comprehensive **internship and co-op programmes** which help bring graduates into entry-level jobs at Regeneron. Over the last five years 59% of our interns were women, and the trend continues year-over-year. In 2022, 64% of our interns were female, up from 60% in 2021.

HIRING DIVERSE TALENT

We are reinventing the way we attract talent to engage a more diverse pool of candidates. Our recruiters and hiring managers participate in ongoing hidden bias training to ensure an equitable recruitment process for all candidates. Our team also solicits feedback from employees to help enhance efforts to attract and hire diverse early career talent.

All Regeneron job postings are carefully reviewed to ensure they contain inclusive language that is welcoming to diverse candidates and reflective of Regeneron's commitment to DEI. With the support of our energetic **Employee Resource Groups (ERGs)**, our talent acquisition team ensures there is diverse representation at all recruitment events including career fairs and interview panels.

GROWING DIVERSE TALENT

Regardless of background or gender, all Regeneron colleagues have equal opportunities for career development. Our leaders participate in ongoing training to mitigate unconscious bias, and we provide mentorship and coaching to the next generation of female STEM leaders.

An abundance of face-to-face training resources helps employees gain confidence, strengthen soft skills and advance their careers at Regeneron. And, to meet the needs of diverse employees at all levels in their career journey, we offer many internal, external and international mentoring programmes.

Women in Industry, Science and Engineering at Regeneron (WISER) is one of many ERGs that champion and inspire colleagues from historically underrepresented groups. WISER hosts interactive events featuring female senior leaders who share inspiring stories about their career paths, work-life integration and challenges along the way.

Employees of all gender identities at Regeneron Ireland have the opportunity to balance work and life through enhanced family leave programmes that go above and beyond legal requirements.

OUR GENDER PAY GAP METRICS

Our gender pay gap metrics are based on 12 months of pay data.

Reference Period:
1 JULY 2021– 30 JUNE 2022

Snapshot Date:
30 JUNE 2022

%

The gender pay gap is the difference between the mean (average) and median (middle point) of multiple metrics used for this report.

Compensation:

Hourly Remuneration		Bonus Recipients		Bonus Gap		Benefits-in-Kind (BIK)	
Mean	Median	Men	Women	Mean	Median	Men	Women
17.4%	10.4%	88.7%	85.9%	28.3%	10.5%	91.2%	89.1%
Refers to all earnings during the reporting period on an hourly basis. It is important to note that this calculation includes everyone, not just those formally paid by the hour.		Sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose include stock awards and vouchers as well as regular performance bonuses.		Refers to the gap in favour of men on the value of all bonus items taken together.		Sets out the percentage of our people who are in receipt of non-cash, voluntary benefits of monetary value – for example, health insurance or dental coverage.	

Representation:

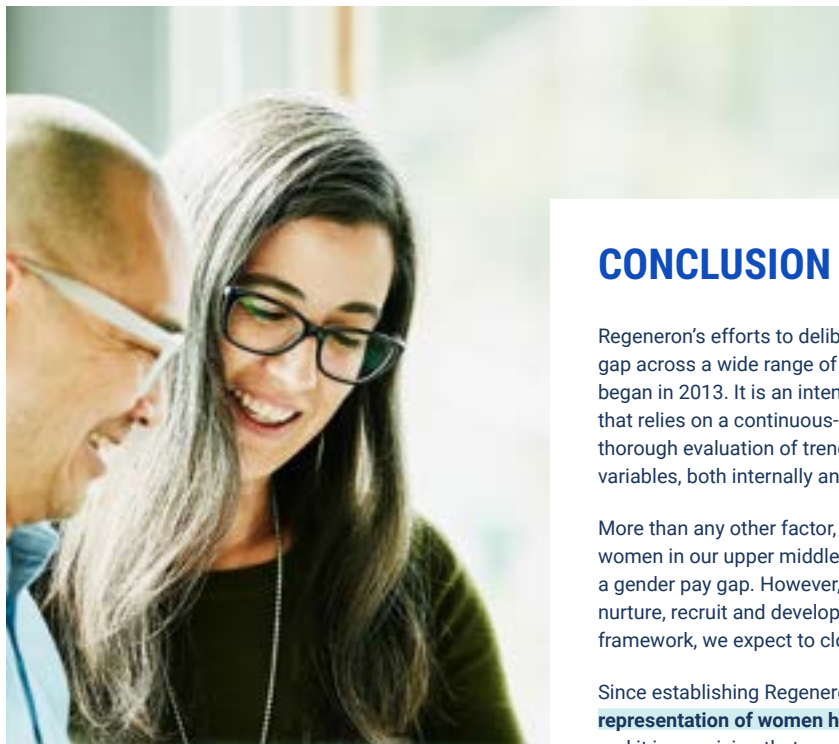
Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
48.4%	51.6%	47.9%	52.1%	53.0%	47.0%	58.8%	41.2%
Each quartile represents a quarter of our workforce, ranked from the lowest-paid quartile to the highest-paid quartile on an hourly remuneration basis. Within each pay quartile, we set out the percentage of people who are men and the proportion who are women.							

Temporary Contracts:

Hourly Remuneration	
Mean	Median
6.1%	6.3%

It's important to note that, for the purposes of this report, gender is defined by the Irish government as binary, however

REGENERON RESPECTS AND CHAMPIONS PEOPLE OF ALL GENDER IDENTITIES.



CONCLUSION

Regeneron's efforts to deliberately close the gender pay gap across a wide range of roles in Ireland is a journey that began in 2013. It is an intentional and methodical process that relies on a continuous-improvement mindset and a thorough evaluation of trended data that considers multiple variables, both internally and externally.

More than any other factor, the lower representation of women in our upper middle and senior roles in Ireland causes a gender pay gap. However, through our commitment to nurture, recruit and develop a diverse workforce using our DEI framework, we expect to close this gap at Regeneron in time.

Since establishing Regeneron Ireland just nine years ago, the **representation of women has increased from 37% to 48%**, and it is our vision that women will continue to grow into leadership positions that offer higher earning opportunities. Because we have equitable pay among men and women for similarly situated roles, over time — as the number of men and women balances in each quartile — the gender pay gap will reduce significantly.