

BUILD

BUSINESS LEADERSHIP
DEVELOPMENT PROGRAM

Create A Future
You **Believe In**



REGENERON

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ABOUT THE COMPANY

Regeneron (NASDAQ: REGN) is a leading biotechnology company that invents life-transforming medicines for people with serious diseases. Founded and led for more than 35 years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to 9 FDA-approved treatments and numerous product candidates in development, all of which were homegrown in our laboratories.

Our medicines and pipeline are designed to help patients with eye diseases, allergic and inflammatory diseases, cancer, cardiovascular and metabolic diseases, pain, hematologic conditions, infectious diseases and rare diseases.



THE REGENERON WAY

▶ 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.

▶ 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.

▶ 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.

▶ 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.

▶ 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.

REGENERON AT A GLANCE

9



FDA-approved
medicines

~100%

of product candidates
invented and developed
in-house

~35



product candidates in
clinical development
across multiple
therapeutic areas

~225

peer-reviewed
publications
in 2022



4



consecutive years in
Dow Jones
Sustainability World
Index

11.8K+

Regeneron
employees
worldwide



#1



ranking in the *Science* Top
Employer Survey for six of
the past twelve years

5.4K+

volunteers for *Day for
Doing Good* 2022

~2M



exomes sequenced to date
by the Regeneron Genetics
Center®

AWARDS

Newsweek: America's Most Responsible Companies, 2023

Biospace: Best Place to Work, 2023

Glassdoor: Best Places to Work, 2023

Newsweek: America's Greatest Workplaces for Diversity, 2023

Prix Galien USA Award: Best Biotechnology Product (Inmazeb), 2022

Dow Jones Sustainability World Index, 2022

Dow Jones Sustainability North America Index, 2022



Science: Top Employer 2022

IDEA Pharma: Pharmaceutical Innovation Index, 2022

Forbes: JUST Companies, 2022

Fortune's Best Workplaces in New York, 2022

Civic 50: Most Community-Minded Companies in the Nation, 2022

Forbes: Best Employer - New York State, 2022

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PROGRAM OVERVIEW



PROGRAM SUMMARY

The BuILD Program is a highly selective 27 month rotational program for MBA graduates. Throughout the program, BuILD associates gain broad exposure to key areas of Regeneron's business by completing 3 nine month rotations in impactful and challenging roles.

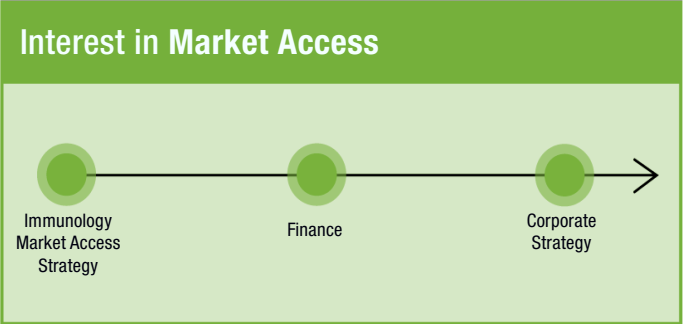
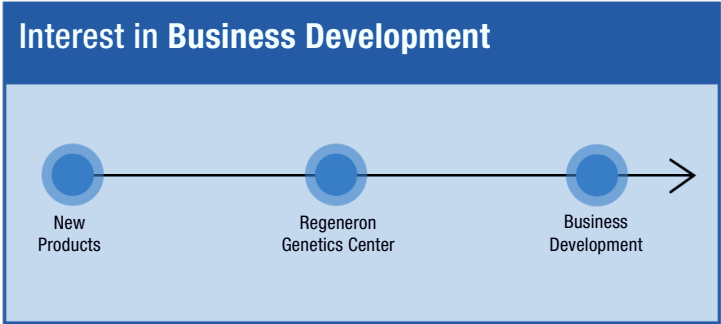
The BuILD program is highly customizable to associates' career goals, and associates can choose their rotations in different functions where they have an immediate impact on the business. The program is sponsored by the BuILD Board of Directors which is comprised of senior leaders within the company who provide oversight and mentorship to the associates.

PROGRAM STRUCTURE

- » **3 nine month** rotations in which associates develop content expertise as well as technical and leadership skills critical to success in the biopharmaceutical industry
- » Opportunity for each associate to **tailor their own experience** through selection of cross functional rotations
- » A **senior leader mentor** from the BuILD Board of Directors who provides guidance through the program and assists with selection of rotations and roll-off
- » **Regular networking opportunities** with senior leaders and fellow associates
- » **Career development opportunities** including attending educational programming such as Biotech @ Regeneron and visiting Regeneron's state-of-the-art manufacturing facilities
- » Opportunities to learn about **Regeneron's groundbreaking research** and technology
- » Small class size of 2-3 associates per year

BUILD ROTATIONS: CHOOSE YOUR OWN PATH

Below are examples of rotational plans previous BuILD associates have chosen. **No two BuILD associates have the same path through the program!**



FUNCTIONS WHERE ASSOCIATES HAVE ROTATED

<ul style="list-style-type: none">• Business Development• Corporate Strategy• US / Global Brand Marketing• Market Access Strategy• New Products• Finance	<ul style="list-style-type: none">• Strategic Alliances• Regeneron Genetics Center• Development Program Management• Program Direction• ...and more
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CURRENT BUILD ASSOCIATES



SARA GABRIEL

UG: Claremont McKenna College; Major: Science and Management
MBA: MIT Sloan School of Management, Healthcare Certificate
Pre-MBA: Investment Management



KARTIK DESHMUKH

UG: Nagpur University, MB.BCh (MD)
MBA: Duke University Fuqua School of Business
Pre-MBA: Pharmaceutical Medical Affairs



RADHIKA SINGHAL

UG: Brown University, Major: Health Economics
MBA: Duke University Fuqua School of Business, Health Sector Management Certificate
Pre-MBA: Financial Services, Internal Consulting



AMER MASALHA

UG: The Technion- Israel Institute of Technology, Biomedical Engineering; Tel Aviv University, Medicine
MBA: Wharton Business School, Healthcare Management and Operations
Pre-MBA: Clinical Practice, Healthcare Analytics Startup



MICAELA NAIBRYF

UG: Columbia University; Majors: Applied Mathematics and Chemical Engineering
MS: Northwestern McCormick School of Engineering, Biotechnology
Pre-MS: Pharmaceutical Commercial Finance and Forecasting

ALUMNI SPOTLIGHT



CATHERINE MATTHEWS

Senior Manager, Marketing

Rotations: New Products, Program Direction, Strategic Alliances



MEREDITH SHIELDS

Associate Director, Market Access

Rotations: Immunology Market Access, Corporate Finance, Corporate Strategy, Market Access Pipeline & Product Strategy



RISHI JAGGERAUTH

Director, CBU
Operational Effectiveness

Rotations: New Products, Corporate Strategy, Regeneron Genetics Center, Ophthalmology Market Access



JUDY HO

Senior Manager, Pricing & Distribution

Rotations: New Products, Immunology Market Access, Global Pricing & Distribution



KRISTEN RAIMONDI

Senior Manager, Marketing

Rotations: New Products, Immunology Market Access, Corporate Strategy, Oncology Marketing



RACHEL HALPERIN

Senior Manager, Marketing

Rotations: Infectious Disease Marketing, New Products, Corporate Strategy

“The Build program accelerated my career trajectory within Regeneron by providing me invaluable exposure to leaders across the organization, experiential learning and development opportunities, as well as a community of Build Associates both past and present to forge meaningful connections with.”

- Rishi Jaggerauth



Alumni have rolled out of the program into various functions throughout the organization including: business development, strategic alliances, in-line marketing, market access, new products, and program direction

BuiLD BOARD OF DIRECTORS



NOUHAD HUSSEINI
SVP Business Development



SOMA GUPTA
VP New Products



CHRIS FENIMORE
SVP Controller



JOHN RYAN
Executive Director
Cardiometabolic CBU



AMRITA RAHMANI
VP Corporate Strategy

“ I was part of the team that launched the BuiLD program and we had two simple goals which remain to this day: attract the very best MBA talent to Regeneron and then develop them into our next generation of business leaders. Having personally participated in a leadership development program early in my career, I know first-hand how important the learning opportunities provided from a broad-ranging program like BuiLD can be to accelerating one's career. Nearly 10 years into BuiLD, I am proud to still be part of such a unique and special program. ”

-Nouhad Husseini

BuiLD BOARD OF DIRECTORS

“ The BuiLD program is a unique opportunity to experience and contribute to Regeneron's many growth areas, while enhancing and honing valuable business skillsets. Our talented associates are managed in a supportive environment while enjoying the freedom to select preferred rotations and position themselves as future leaders. ”

- Jeff Landry

* = BuiLD Alumni



JEFF LANDRY

Executive Director,
Commercial Project
Management



JENNIFER NORTH *

Senior Director
Business Development



MYRON HEBERT

Executive Director
Commercial Training



JESSICA ROE *

Director
Strategic Alliances

WHO IS THE IDEAL BuILD CANDIDATE?

To be considered for the program, BuILD applicants must be an MBA candidate from a top program with an expected graduation in Spring/Summer 2024. Experience in the pharmaceutical industry and an undergraduate degree in science or engineering preferred.

IDEAL BUILD ASSOCIATES ALSO HAVE THESE ATTRIBUTES:

- Self-starter with an entrepreneurial spirit
- Demonstrated interest in the pharmaceutical industry
- Ability to execute in a collaborative, cross-functional environment
- Strong project management, analytical, and critical thinking skills
- Proven leadership skills in previous roles
- Integrity and a dedication to high ethical standards



Q&A



1. Do I need previous experience in the pharmaceutical/biotech industry to be considered for the BuILD program?

While previous experience in the life sciences is encouraged, it's not strictly required. There have been BuILD Associates who have entered the program without previous industry experience.

2. How do associates choose rotations?

During the program, associates work with their BuILD mentor to think through their career goals and identify rotations that are aligned with their interests. In selecting rotations, BuILD associates often start by reaching out and meeting with managers of functions they are potentially interested in to learn more about the team, role, type of work, business need, and to determine if there is a mutual fit. Once candidates and managers identify a mutual fit, the BuILD board approves the rotation and the rotation is set!

3. Where do the BuILD rotations take place? Can I live in NYC?

Regeneron is operating on a hybrid work model, with some days in person and some days remote, depending on the team. When in person, BuILD program rotations are located on Regeneron's campuses either in Tarrytown, NY or Sleepy Hollow, NY, depending on the rotation. Many colleagues do live in NYC and either drive and park on site or take the Metro North regional rail. Regeneron runs a shuttle to and from the Tarrytown station from both campuses. Additionally, Regeneron has also been piloting a direct shuttle between NYC and both campuses.

4. What have past associates done after completing the BuILD program?

After completing the BuILD program, previous BuILD associates have rolled out of the program into various roles throughout the organization, including roles in both corporate and commercial functions. While some transitioned to a team where they previously rotated, others found opportunities on different teams by working with their BuILD advisor, the BuILD board, and their broader Regeneron network.

5. To whom should the cover letter and other application requirements addressed?

Please address your letter of intent to:

BuILD Recruiting Team
Regeneron Pharmaceuticals
777 Old Saw Mill River Rd
Tarrytown, NY 10591

Create A Future You Believe In

**IF YOU HAVE QUESTIONS,
PLEASE CONTACT:**



Kara Doron
HR Contact - University Relations
kara.doron@regeneron.com