At Regeneron, we move science to medicine, because our world is

MEANT FOR MORE



BuiLD

BUSINESS LEADERSHIP DEVELOPMENT PROGRAM

REGENERON

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ABOUT **REGENERON**

Regeneron is a leading biotechnology company that invents life-transforming medicines for people with serious diseases. Founded and led for 35+ years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to numerous approved treatments and product candidates in development, most 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, neurological diseases, hematologic conditions, infectious diseases and rare diseases.



At Regeneron, we make it our business every day to bring innovative thinking to the challenge of discovering and developing new medicines. Our pursuit has one singular intent - to improve therapeutic outcomes for patients.

THE REGENERON WAY

Lead with Science

Science drives our business and passion drives our science.

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.

Make It Happen

It may not always be easy, but we figure it out and get it done.

Be Great Together

While others talk about teamwork, we actually do it.

Do What's Right

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 BY THE NUMBERS

OUR SCIENCE & MEDICINES

16
medicines approved in the U.S. and/or other countries

~50
product candidates in clinical development across multiple therapeutic areas

50+
countries with clinical trials

3M+
exomes sequenced to date by the Regeneron Genetics Center®

OUR COMPANY

15.4K+
Regeneron employees worldwide

Top 5
ranking as a *Science* Top Employer for fourteen consecutive years

$5.9B
R&D investment in 2025

35+
Years of scientific leadership

OUR RESPONSIBILITY

Top 10%
ranking in biotech industry across 3 leading ESG ratings

4M+
students reached by Regeneron STEM initiatives since 2020

50%
employee volunteerism rate in 2025

7
consecutive years on the Dow Jones Best-in-Class Index

BuiLD
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.

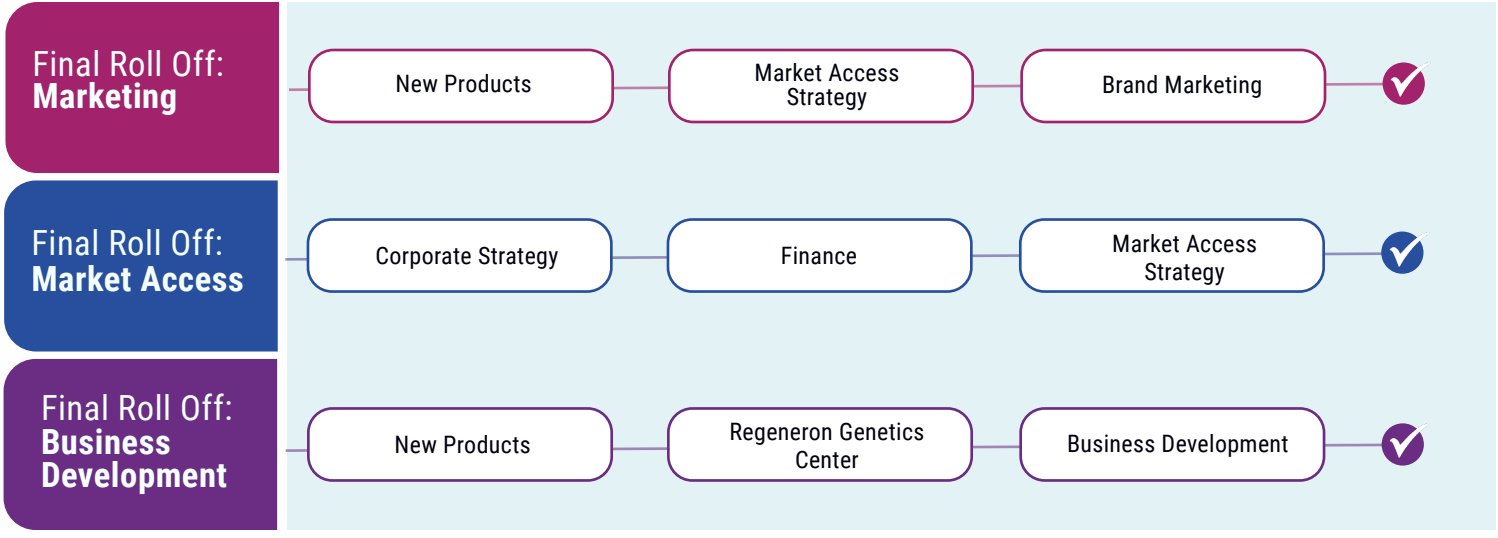
The BuiLD program is highly customizable to associates' career goals, and associates can choose their rotations in different functions where they have an immediate impact on the business. The program is sponsored by the BuiLD Board of Governors which is comprised of senior leaders within the company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

PROGRAM STRUCTURE

- Rotation Length and Description: 3 nine-month rotations in which associates develop content expertise as well as technical and leadership skills critical to succeed in the biopharmaceutical industry
- **Program Highlights:**
  - Opportunity for each associate to **tailor their own experience** through selection of cross functional rotations
  - **A senior leader mentor** from the BuiLD Board of Governors 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
- Class Size: Small class size of 2-4 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 throughout the program!**



Functions where **associates have rotated through**

- **Business Development***
- **Corporate Strategy***
- US / Global Brand Marketing
- **Market Access Strategy***
- **New Products***
- Finance
- Strategic Alliances
- Regeneron Genetics Center
- ...and more

*** Intern groups for 2027 (as well as Rare Disease Marketing)**

CURRENT BuiLD ASSOCIATES



ROB PRONER

UG: Yale University BS in Cell & Molecular Biology
MBA: Wharton
Pre-MBA: Healthcare & Life Sciences Consulting, Growth Equity Investing, and Biotech Research

"The BuiLD program allows me to get hands-on experience while hitting the ground running by owning coverage for several clinical stage programs across multiple different therapeutic areas. The network and mentorship have been extremely helpful in helping me understand how to set myself up for success both in the near-term and long-term."



ARCHIT GUPTA

UG: University of Delhi, Electronics and Communication Engineering
MBA: Duke University Fuqua School of Business
Pre-MBA: Healthcare and Life Science Consulting

"The BuiLD program is an amazing platform for career development, offering access to cross-functional leaders, diverse functional exposure, and highly customizable rotations. The program fosters the development of versatile skills, the establishment of mentorships, and the exploration of various career paths in the pharmaceutical industry."



JOSIE WOLF

UG: Harvard
MBA: Harvard MBA & MS Biotechnology
Pre-MBA: Biotech Strategy, Healthcare Consulting & Venture Investing

"My Corporate Strategy experience in BuiLD gave me direct exposure to how Regeneron makes enterprise-level decisions. Working alongside senior leaders taught me to balance vision with execution, and the guidance of incredible mentors accelerated my growth as a strategic thinker and communicator."



KATIE DAO

UG: Cornell University, Chemical Engineering
MBA: MIT Sloan School of Management
Pre-MBA: Life Sciences Consulting

"I was drawn to Regeneron initially for the company's commitment to science and making a difference in patients' lives. Then I learned about the BuiLD program, and I knew I wanted to join. The BuiLD program has given me the chance to explore different career paths in a very supportive environment, with many opportunities to try new things and work across the organization."



AMY THOMAN

UG: Brown University, Neuroscience
MS Biotechnology: Harvard Graduate School of Arts and Sciences
MBA: Harvard Business School
Pre-MBA: Health System, Pharmaceutical Company and Genomics Startup

"What I've loved most about BuiLD is the flexibility to rotate through a range of teams across Regeneron, and the people I've met as part of the program: BuiLDs, BuiLD alumni, the BuiLD board, and the mentors in every rotation. It's given me both a broader perspective and a community I can learn from and lean on."



SIMI OKE

UG: St. George's, University of London (Medicine)
MBA: Harvard MBA & MS Biotechnology
Pre-MBA: Physician, Biotech Leadership & Entrepreneurship

"During my BuiLD internship, I had the unique opportunity to worth with the Market Access team on a product launch. Working alongside Marketing, Portfolio Strategy and Patient Support gave me a real appreciation for how cross-functional biotech is. By the end of my internship, I had a clear understanding of the kind of organization Regeneron is, and how deeply it's focused on patient care"

ALUMNI SPOTLIGHT



RISHI JAGGERNAUTH

Director, Cardio-Metabolic CBU HCP Marketing

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



CATHERINE MATTHEWS

Director, Marketing Cardiometabolic & Rare Disease

Rotations: New Products, Program Direction, Strategic Alliances



KARTIK DESHMUKH

Senior Manager, Medical Affairs, Oncology

Rotations: New Products, Clinical development, Corporate Strategy, Medical Affairs



ERIN LAUGHLIN

Senior Manager, Marketing Immunology Pulmonology

Rotations: Resp Marketing, Marketing Global



FRANCESCA GERTSMAN

Director, New Products Planning

Rotations: Oncology Marketing, Clinical Development, Market Access



SARA GABRIEL

Associate Director, Business Development

Rotations: New Products, Corporate Strategy, Business Development



AMER MASALHA

Senior Manager, Business Development

Rotations: New Products, Hematology Marketing, Business Development



MEREDITH SHIELDS

District Manager, Immunology Dermatology Sales

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



MICAELA NAIBRYF

Sr Manager, Pricing

Rotations: Corporate Strategy, Hematology Marketing, Market Access Strategy



KRISTEN RAIMONDI

Director, Hematology Marketing

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



RADHIKA SINGHAL

Associate Director, US Market Access

Rotations: New Products, Immunology Market Access, Oncology Marketing

> "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 Jaggernauth**

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 GOVERNORS
ADVISORS AND MENTORS



NOUHAD HUSSEINI
Senior Vice President,
Business Development



JOHN ANDERSON
Executive Director,
US & Global Immunology
Market Access



AMRITA RAHMANI
Vice President,
Corporate Strategy



JENNIFER NORTH *
Executive Director,
Business Development



SOMA GUPTA
Vice President,
New Products



JESSICA ROE *
Senior Director,
Strategic Alliances



JEFF LANDRY
Executive Director, International
Commercial Operations



CHRIS FENIMORE
Chief Financial Officer
Board Member Emeritus

> "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. More than 10 years into BuiLD, I am proud to still be part of such a unique and special program."
>
> **Nouhad Husseini**

*** BuiLD Alumni**

WHO IS THE IDEAL BuiLD CANDIDATE?



BuiLD may be for you if you:

- Are an MBA candidate in a top program
- Expect to graduate in Spring/Summer 2028
- Have experience / strong interest in healthcare

IDEAL BuiLD ASSOCIATES ALSO HAVE THESE QUALITIES:



Self-starter with an entrepreneurial spirit. Strong project management, analytical, and critical thinking skills.



Demonstrated interest in the pharmaceutical industry.



Ability to execute in a collaborative, cross-functional environment.



Proven leadership skills in previous roles and a dedication to high ethical standards.

APPLYING TO THE **BuiLD MBA SUMMER INTERNSHIP**



APPLY AT **CAREERS.REGENERON.COM** AND SEARCH “BuiLD”

Apply online.

Online application opens on October 1st.

Applications are reviewed on a rolling basis.

Online application closes December 3rd.

Interviews will be scheduled with candidates directly once the application closes.

Final interviews will be conducted on-site in January.

IF YOU HAVE QUESTIONS, PLEASE CONTACT:



ALEX STEELE
HR Contact - University Relations
alexander.steele@regeneron.com



MAGGIE ARBOLEDA
University Relations Recruiter
magaly.arboleda@regeneron.com

Q&A



1 DO I NEED PREVIOUS EXPERIENCE IN THE PHARMACEUTICAL/ BIOTECH INDUSTRY TO BE CONSIDERED FOR THE BuiLD

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 collaborate with their BuiLD mentor to define career goals and select rotations that match their interests. They often begin by meeting with managers of potential functions to understand the team, role, work type, and business needs, and to assess mutual fit. Once a mutual fit is identified, the BuiLD board approves and the rotation is set!

3 WHERE DO BuiLD ROTATIONS TAKE PLACE? CAN I LIVE IN

Regeneron is operating on a hybrid work model. When in person, BuiLD program rotations are located either in Tarrytown, NY or Sleepy Hollow, NY. Many colleagues live in NYC and either drive to work, take the Metro North regional rail train, or Regeneron's direct private shuttle between NYC and both campuses.

4 WHAT HAVE PAST ASSOCIATES DONE AFTER COMPLETING THE BuiLD PROGRAM?

After completing the BuiLD program, associates roll out into various roles throughout the organization. While some transitioned to a team where they previously rotated, others find opportunities on different teams by working with their BuiLD advisor, the BuiLD board, and their broader Regeneron network.



> “Regeneron has become one of the great science-driven companies of our generation, with numerous approved treatments, a nearly entirely homegrown pipeline and the best technologies in the business. We got here by following the science and trusting our people. But at Regeneron, we’re never done. Our goal is to continue pushing the boundaries of science, to the extent that we aren’t even able to imagine the breakthroughs and cures we will be known for in ten or twenty years. It’s an incredible time to be at Regeneron, as we stand on the edge of an unprecedented future.”

GEORGE D. YANCOPOULOS, MD, PHD
co-Founder, Board co-Chair, President and Chief Scientific Officer



AWARDS AND RECOGNITION

TIME: World's Most Sustainable Companies, 2025

Disability:IN & American Association of People with Disabilities: Best Place to Work for Disability Inclusion, 2025

Biospace: Best Place to Work, 2025

LexisNexis: Innovation Momentum – The Global Top 100, 2025

Forbes: America's Best Employers for Women, 2025

Newsweek: America's Greenest Companies, 2025

Civic 50: Most Community-Minded Companies in the Nation, 2025

Human Rights Foundation: Corporate Equality Index, 2025

Science: Top Employer, 2024

Dow Jones Sustainability World & North America INdex, 2024

US News & World Report: Best Companies to Work for, 2025

Newsweek: America's Most Responsible Companies, 2025

Newsweek: America's Greatest Workplaces for Diversity, 2025

Fast Company: Best Workplaces for Innovators, 2023

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