



2021 GLOBAL RESPONSIBILITY

ANNUAL PROGRESS
REPORT AND SASB INDEX



TABLE OF CONTENTS

3	Introduction
4	Letter from Leadership
7	2021 Highlights
9	UN Sustainable Development Goals
10	Patients and Innovation
21	Community
24	Team
36	Environment
42	Governance and Risk Management
50	SASB Index

About This Report

In our third annual Global Responsibility Report, we detail progress on our environmental, social and governance (ESG) efforts, and how we use rigorous science to discover, develop and commercialize novel medicines to improve the lives of patients in a responsible manner. In this report, we disclose information in line with the Sustainability Accounting Standards Board (SASB) standards, as well as the United Nations Sustainable Development Goals (SDGs).

Unless otherwise noted, this report covers the period January 1, 2021, through December 31, 2021. To contact the Global Responsibility team, please email us at globalresponsibility@incyte.com.

Forward-Looking Statements

This Global Responsibility Report for the Year Ended December 31, 2021, contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the “Risk Factors” section and throughout our 2021 Annual Report on Form 10-K. These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission and earnings releases.

To Our Stakeholders,

At Incyte, patients have always been our driving force, inspiration and motivation. For more than 20 years, we have followed science in search of solutions that can improve the lives of patients in need. Our shared purpose flows through everything we do, starting with our exceptional team who works side-by-side each day tackling new areas of drug discovery and development. This approach has resulted in another year of success that builds on our mission.

In 2021, our commercial portfolio expanded significantly with regulatory approvals and expanded indications for our medicines globally. This notably includes multiple “firsts,” such as the first topical formulation of a JAK inhibitor approved in the U.S. and the first targeted therapy approved in Europe, Japan and Canada for a type of cancer that begins in the bile duct. An Incyte-discovered medicine also received an expanded Emergency Use Authorization (EUA) in the U.S. to support the treatment of hospitalized COVID-19 patients requiring oxygen – another critical step in the fight against the pandemic.

Across our marketed products, we saw total product and royalty revenues of \$2.89 billion in 2021, a 17% increase over 2020. We also continued to advance both early- and late-stage research supporting our robust and diversified pipeline of medicines across myeloproliferative neoplasms (MPNs) and graft-versus-host disease (GVHD), General Hematology/Oncology, Dermatology and other Inflammation & Autoimmunity (IAI).



At the same time, the pandemic continued to present unprecedented global challenges that required the full strength of our resources and expertise. We took steps to ensure that patients received the care they need by adapting our processes, putting systems in place to ensure our supply chain remained uninterrupted and maintaining the continuity of our ongoing clinical trials.

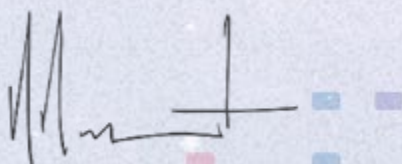
To be the company that we want to be now and in the future, our commitments must extend beyond regulatory and business milestones, and ensure every step we take in some way empowers our team, considers sustainability and protection of the environment and uplifts our communities. With this, I am excited to share our 2021 Global Responsibility Report and the advancements we have made toward achieving our corporate environmental, social and governance goals.

Some of our most notable progress over the past year focused on minimizing the environmental footprint of our physical locations. Specific to our U.S. headquarters in Wilmington, DE, we achieved Green Globes certification for Building 1815 and now operate all buildings with 100% renewable energy. We also opened our manufacturing facility in Yverdon-les-Bains, Switzerland, with advanced environmental programs. Additionally, for the first time, we included ESG factors as part of our 2022 annual bonus goals to deepen our commitment and demonstrate how important these objectives are to our overall success as an organization.

Just as our presence expands around the world, so too does our responsibility to create sustainable access to our medicines for patients.

I will close by saying, together, we are taking steps to advance our Global Responsibility strategy in a way that we believe will support meaningful change – not only for Incyte and our stakeholders, but also for patients in the years to come. We at Incyte want to thank you for your ongoing support of our ESG commitments and we look forward to sharing our continued progress with you.

Solve On.

A handwritten signature in black ink, appearing to read 'Hervé Hoppenot', is positioned above a decorative graphic of scattered colored squares (red, blue, purple) on a light blue background.

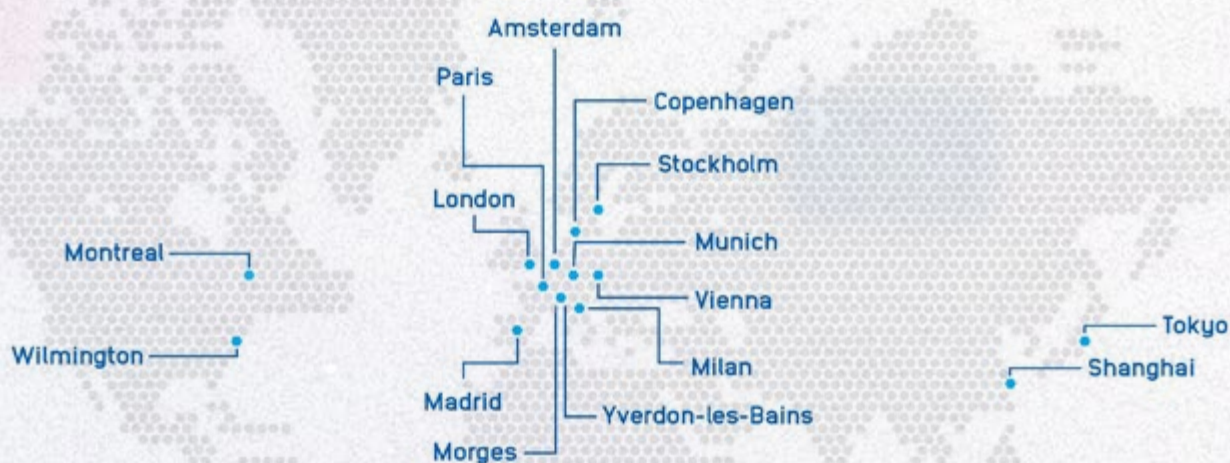
Hervé Hoppenot
Chief Executive Officer

About Incyte

Incyte is a global biopharmaceutical company founded on the premise that investment in strong science and the relentless pursuit of research and development (R&D) excellence can translate into new solutions that can positively affect patients' lives.

Our journey started in 2002 in Wilmington, Delaware with a small team of visionary research scientists, biologists and chemists with a passion for drug discovery and development. With unique expertise in medicinal chemistry and biology, and an unwavering focus on making a difference for patients, Incyte has grown into the global biopharmaceutical company it is today with a robust and diversified portfolio of marketed treatments and clinical candidates across Oncology and Inflammation & Autoimmunity.

With operations in North America, Europe and Asia, Incyte is a team of more than 2,000 employees that believes every challenge we face is a chance for a breakthrough and an opportunity to find meaningful solutions for patients. We are purposeful in focusing our science in areas where we believe we can have a significant impact, regardless of the disease or size of the patient population. We are proud that this approach has resulted in a strong heritage of Incyte-discovered first-in-class medicines for patients with certain types of cancer, immune-mediated dermatologic conditions and graft-versus-host disease (GVHD) who previously had limited treatment options. Being the first isn't always easy – it requires resilience and tenacity. Challenges may come, but at Incyte, we have a shared commitment to *Solve On*.



2021 HIGHLIGHTS

PATIENTS AND INNOVATION

We expanded our commercial portfolio with several new approvals:



In steroid-refractory chronic GVHD in the U.S. -its fourth indication in the U.S.



In cholangiocarcinoma (CCA) in Europe, Japan and Canada.



In relapsed or refractory diffuse large B-cell lymphoma (DLBCL) in Europe and Canada.



In atopic dermatitis in the U.S., which was the first topical formulation of a JAK inhibitor approved in the U.S.

COMMUNITY

Matched **~\$160,000** in donations to more than **350** charities that are important to Incyte employees.

ENVIRONMENT

Progressed on our environmental goals:

- Achieved **Green Globes Certification** for Building 1815 in Wilmington, DE.
- Operated our Headquarters with **100% renewable energy**.
- Opened our manufacturing site with **advanced environmental programs** in Yverdon-les-Bains, Switzerland.

TEAM

Named **#2 Top Employer** by Science in 2021 – the **fourth consecutive year** we've ranked in the global top three.

Named to Newsweek's **Top 100 Most Loved Workplaces for 2021**.

Named **#2 on IDEA Pharma's Invention Index** in 2021.

Named **#5 on IDEA Pharma's Innovation Index** in 2021.

Recognized as a **Healthiest Employer** by Philadelphia Business Journal in 2021.

Winner in the Life Sciences & Healthcare Emerging category for the Philadelphia Alliance for Capital and Technologies (PACT) Enterprise Awards in 2021.


GOVERNANCE AND RISK MANAGEMENT

- **100%** of employees completed the 2021 code of conduct training.
- **100%** of workforce trained and tested in cybersecurity best practices.
- **Our Board consists of a diverse group of highly skilled and experienced leaders** who bring both different perspectives and areas of expertise, contributing to the overall effectiveness of the Board.

United Nations Sustainable Development Goals

Adopted by all United Nations Member States in 2015, the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) establish a global plan to achieve peace and prosperity for people and the planet. As a global biopharmaceutical company, we can have the most meaningful impact on SDG 3: Good Health and Well-Being. Our highly collaborative scientific environment, diverse expertise and unique discovery approach fosters innovation and enables us to select and pursue targets with the greatest potential to make an impact for patients.

Sustainable Development Goals Index

SDG	Target	Disclosure
	By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Patients and Products Access to Medicine Clinical Trials
	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	Patients and Products Access to Medicine Clinical Trials
	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Diversity and Inclusion
	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors	Patients and Products Team
	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Team

PATIENTS AND INNOVATION

Our unwavering dedication to patients requires that we act responsibly at every turn. We're committed to not only improving the treatment and experience of patients, but also operating our business in a way that builds trust, protects the environment and enhances our communities. We value integrity, as well as ethical and responsible behavior in all aspects of our business.

Our discovery approach integrates pathway and target selection with compound development to ensure we advance high-quality molecules with maximum potential for their intended use. Our discovery approach also enables us to build a strategic portfolio of compounds that are related or can be used together.

At the end of 2021, we had 24 clinical candidates.

In 2021, we further expanded our commercial portfolio with several new approvals, including Opzelura™ (ruxolitinib) cream in atopic dermatitis (AD) in the U.S., Jakafi® (ruxolitinib) in steroid-refractory chronic GVHD in the U.S., Pemazyre® (pemigatinib) in CCA in Europe, Japan and Canada, and Minjuvi® (tafasitamab) in relapsed or refractory DLBCL in Europe and Canada.

Clinical Pipeline

We are committed to discovering and developing innovative medicines for patients with unmet medical needs, regardless of the disease or size of the patient population. This commitment carries through to our portfolio and our consistent investment in R&D for new therapies.

In 2021, 49% of our revenue was re-invested in research and development.

Our Portfolio

At Incyte, we believe in the power of research to advance scientific innovation and improve patient health. Building on our deep knowledge and understanding of cellular oncogenic pathways and immune system function, we are advancing research across Oncology and Inflammation & Autoimmunity (IAI).

We have a breadth of clinical programs within our portfolio, which is divided into four areas: myeloproliferative neoplasms (MPNs) and graft-versus-host disease (GVHD), General Hematology/Oncology, Dermatology and other IAI and Partnered Programs.

» **GENERAL HEMATOLOGY/ONCOLOGY**

We are transforming the treatment landscape in oncology, harnessing breakthrough science to deliver medicines that may offer patients new options. We take a comprehensive approach to identify new treatments for patients with cancer, enabling us to explore both single agents and combinations of targeted and immuno-therapies from both within and beyond our portfolio. We also utilize collaborations with major universities and other companies to bring forward additional discovery platforms and therapeutics.

» **MPNs AND GVHD**

We are a leader in the discovery and development of therapies for patients with MPNs, such as myelofibrosis (MF) and polycythemia vera (PV). Despite the breakthrough advances Incyte has delivered to patients with MPNs, a significant need for additional treatments still remains for those who have an inadequate response to, or are unable to tolerate, current therapies. We are committed to the continued study of treatments for patients with MPNs, as well as for people impacted by diseases like GVHD.

» **DERMATOLOGY & OTHER IAI**

The goal of Incyte's IAI development group is to identify and develop therapies to modulate immune pathways driving uncontrolled inflammation to help restore normal immune function and bring the body closer to homeostasis. Incyte's science-first approach and heritage in immunology have formed the foundation of our company. Today, we are building on this legacy as we discover and develop the next generation of dermatology treatments to bring innovative solutions to patients in need.

Collaborations

We recognize that we do not have a monopoly on good ideas and innovative approaches. Forging strategic partnerships with companies, universities and research institutions helps us realize the full potential of our science.

Incyte supports significant independent research aimed at enhancing disease understanding and advancing the study of our products. We provide our investigational products and/or financial support for independent research by third parties in therapeutic areas of interest. We are committed to ensuring that these investigator-initiated research trials (IIRs) are submitted, reviewed, and, if approved, conducted and funded in a standardized and consistent manner. We seek to ensure that our interactions with study investigators comply with all applicable legal and ethical standards and obligations.

We also participate in multiple partnerships in which we are eligible for milestone payments and royalties on certain Incyte-discovered products that we license to third parties. These include, among others, Jakavi® (ruxolitinib) and Tabrecta® (capmatinib), which are licensed to Novartis; and Olumiant® (baricitinib), which is licensed to Eli Lilly and Company.

We work with like-minded partners who want to join forces to improve the lives of patients.



Please see our partners listed in our most recent [Annual Report on Form 10-K](#).

20 Molecular Targets

24 Clinical Candidates

7 Approved Products

MPNs and GVHD

		Clinical Proof of Concept	Pivotal	Approved	
Jakafi® (ruxolitinib) ¹	JAK1/JAK2	Myelofibrosis ² , polycythemia vera ² , acute and chronic GVHD ²			
ruxolitinib QD	JAK1/JAK2	Bioequivalence and stability testing			
parsaclisib	PI3Kδ	Myelofibrosis + ruxolitinib			
axatilimab ³	CSF-1R	Chronic GVHD			
INCB57643	BET	Myelofibrosis ± ruxolitinib			
INCB00928	ALK2	Anemia due to hematological disorders including MF ± ruxolitinib			

General Hematology/Oncology

Pemazyre® (pemigatinib)	FGFR1/2/3	Cholangiocarcinoma ⁴			
Monjuvi® (tafasitamab-cxix) ⁵		r/r DLBCL ^{2,6,7}			
Minjuvi® (tafasitamab) ⁵	CD19				
Iclusig® (ponatinib) ⁸	BCR-ABL	Chronic myeloid leukemia ⁶ , Ph+ ALL ⁶			
pemigatinib	FGFR1/2/3	MLN with <i>FGFR1</i> rearrangement			
		NSCLC, glioblastoma			
tafasitamab ⁵	CD19	1L DLBCL, follicular lymphoma, marginal zone lymphoma			
		B-cell malignancies + parsaclisib			
parsaclisib	PI3Kδ	Warm autoimmune hemolytic anemia			
retifanlimab ⁹	PD-1 (mAb)	Squamous cell anal carcinoma, NSCLC			
		MSI-H endometrial cancer, Merkel cell carcinoma			
itacitinib	JAK1	Cytokine release syndrome			
INCB99280	PD-L1 (oral)	Solid tumors			
INCB99318	PD-L1 (oral)	Solid tumors			
INCAGN2385 ¹⁰	LAG-3	Solid tumors			
INCAGN2390 ¹⁰	TIM-3	Solid tumors			
INCAGN1876 ¹⁰	GITR	Solid tumors			
INCB81776	AXL/MER	Solid tumors			
INCB106385	A2A/A2B	Solid tumors			
INCA00186	CD73	Solid tumors			
INCB123667	CDK2	Solid tumors			

Dermatology and Other IAI

		Clinical Proof of Concept	Pivotal	Approved
Opzelura™ (ruxolitinib) cream JAK1/JAK2	AD ² , vitiligo ²			
ruxolitinib cream JAK1/JAK2	Pediatric AD, chronic hand eczema			
povorcitinib JAK1	Hidradenitis suppurativa, vitiligo, prurigo nodularis			
INCB00928 ALK2	Fibrodysplasia ossificans progressiva			

Partnered Programs

Olumiant® (baricitinib)¹¹ JAK1/JAK2	Rheumatoid arthritis ¹² , COVID-19 ¹² , AD ¹³ , alopecia areata ²			
Tabrecta® (capmatinib)¹⁴ MET	NSCLC with METex14 ¹²			
capmatinib¹⁴ MET	Liver cancer			

Updated as of August 2, 2022

Please refer to local prescribing information for more information, including full safety information, on Incyte's marketed medicines, or on medicines marketed by Incyte's collaboration partners.

1. Jakafi marketed by Incyte in the U.S.; ruxolitinib licensed to Novartis outside the U.S. 2. Approved in the U.S. 3. In collaboration with Syndax 4. Approved in multiple territories, including the U.S., Canada, Europe, and Japan 5. Development in collaboration with MorphoSys and co-commercialization in the U.S. with MorphoSys; exclusive commercialization rights held by Incyte outside the U.S. 6. Approved in Europe 7. Approved in Canada 8. European rights to Iclusig licensed from Takeda 9. In collaboration with MacroGenics 10. Discovery collaboration with Agenus 11. Worldwide rights to baricitinib licensed to Lilly 12. Approved in multiple territories globally 13. Approved in Europe and Japan 14. Worldwide rights to capmatinib licensed to Novartis

1L, first-line; AD, atopic dermatitis; ALL, acute lymphoblastic leukemia; DLBCL, diffuse large B-cell lymphoma; FGFR, fibroblast growth factor receptor; GVHD, graft-versus-host disease; IAI, inflammation and autoimmunity; mAb, monoclonal antibody; MF, myelofibrosis; MLN, myeloid/lymphoid neoplasms; MPNs, myeloproliferative neoplasms; MSI-H, microsatellite instability-high; NSCLC, non-small cell lung cancer; Ph+, Philadelphia chromosome-positive; QD, once daily; r/r, relapsed or refractory.

Access to Medicine

We strive to ensure that eligible patients have access to our medicines. We accomplish this through our approach to clinical trials, by providing patients with supportive resources during their treatment journey and by helping individual patients access unapproved or investigational products through our compassionate use programs. For approved medicines, we offer support programs such as IncyteCARES, CML Life and My Mission Support, as well as other forms of assistance to help eligible patients before and during applicable treatments.

Further, we seek to price our medicines responsibly in a way that reflects their value to patients and society. We strongly believe that patients should have access to the medicines they are prescribed and are committed to working with policymakers and leading insurers in the U.S. to increase patient access to needed medications and lower out-of-pocket cost burdens for patients.

Expanded Access and Compassionate Use

We recognize that some patients with serious or life-threatening diseases may not be eligible for participation in a clinical trial or do not have other options. In these instances, subject to review and approval based on our [Policy on Compassionate Use](#), we may elect to provide individual patients access to unapproved or investigational products outside of a clinical trial setting. We can accomplish this through expanded access, including the use of single-patient investigational drug applications, or on a named patient basis.

Access to Approved Medicines

We believe it is our responsibility to ensure that eligible patients in the U.S. can access and afford our approved medicines. We are supportive of legislation that would reduce out-of-pocket costs and remove barriers to accessing innovative medicines.

Specifically, we have supported (and will continue to support) legislation that redesigned the Medicare Part D program by reducing out-of-pocket costs, as well as legislation that would provide patient protections and guardrails around the use of step therapy protocols.

Increasing Global Patient Access

Supporting Patient Access Through IncyteCARES



Our IncyteCARES program supports eligible patients in the U.S. before and during applicable treatment with Jakafi (ruxolitinib), Pemazyre (pemigatinib), and Opzelura (ruxolitinib) cream 1.5%. We accomplish this by providing ongoing support and education with dedicated nurses and/or clinicians and patient access coordinators. IncyteCARES services also include a copay/coinsurance savings program for eligible commercially insured patients, free product assistance for eligible patients who are uninsured or underinsured or who may experience temporary coverage delays, and reimbursement support through benefit verifications and clinical education support to patients about their condition and use of the medicine they are receiving. Our dedicated [IncyteCARES website](#) provides more information.

In addition to IncyteCARES, we also offer programs such as CML Life and [My Mission Support](#) to help eligible patients before and during applicable treatments. Such help and assistance may include reimbursement support, opportunities for financial assistance, delivery coordination of medicines and temporary coverage for access delays, as well as connections to other support services and other education and helpful resources.

Promoting Patient Access Through our Max Foundation Partnership

Our EU team partners with the Max Foundation to provide Iclusig donations to patients in Europe and the Middle East for as long as necessary for treatment. Since the start of the collaboration in 2018, 177 patients have benefitted from access to Iclusig – providing them with immediate and effective care no matter where they live.

To create access for patients in additional countries outside of our direct footprint, Incyte is establishing partnerships with local pharmaceutical companies to create access via marketing authorization registration and established governmental reimbursement.

Patient Education and Awareness

Incyte is committed to providing patients with resources to support their treatment journey. This is particularly important as the diseases for which Jakafi, Iclusig and Pemazyre are approved are rare diseases. We aim to ease the difficulty patients may have in finding educational resources and others with the same disease.

» MPNs

For patients living with MPNs, Incyte created Voices of MPN, an online platform that links people in the U.S. affected by MPNs to disease information, educational programs, helpful resources and tips and community activities. This initiative also invites patients and caregivers to share their stories and spread awareness about these rare, chronic blood cancers.

In partnership with CURE Magazine, we annually sponsor the MPN Heroes® Recognition Program, which honors and celebrates individuals and organizations for their contributions in caregiving, community leadership or scientific advances in the MPN community.

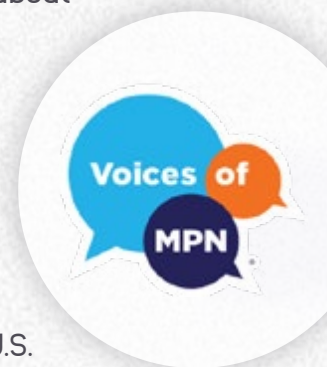
» GVHD

The Incyte Ingenuity Awards Program supports the GVHD community in the U.S. by providing funding for novel initiatives that aim to help those impacted by GVHD.

The program launched by funding one initiative, but recognizing the need to further address the challenges faced by GVHD patients, caregivers and healthcare providers, it has since expanded to fund two initiatives – one for \$35,000 and another for up to \$100,000.

Winners are determined by an independent panel of advocacy group leaders, physicians, nurses and/or social workers, who base their selection on candidates' ability to provide much-needed change and support to those living with GVHD, as well as their families and caregivers.

We also launched GVHDnow, a website that helps patients and caregivers understand GVHD and provides information and supportive resources along the road toward health after a stem cell transplant.



» **CHRONIC MYELOID LEUKEMIA (CML)**

CML Life is a free educational resource and support program for patients in Europe suffering from CML. Co-developed by patients and healthcare professionals, the program aims to help patients, caregivers and healthcare professionals better understand and manage CML from diagnosis to treatment, with the goal of facilitating treatment engagement.



» **CCA**

TestMyCholangio is a website dedicated to educating patients in the U.S. with CCA about molecular profiling and the role it may play in informing management decisions. The website helps patients in the U.S. find information and resources to encourage productive discussions with healthcare professionals.



» **ATOPIC DERMATITIS (AD)**

Through our work with AD advocacy groups, we realized that more could be done to educate AD patients to enable them to have informed and collaborative conversations with their dermatologists.

To address this need, we created Start From Scratch, a resource for those living with AD. It was informed by people with AD, as well as advocates, and aims to provide information about the science behind AD and help empower patients to have more productive conversations with their dermatologists.



Patient Advocacy

Patient advocacy plays an important role in carrying out our commitment to patients. We engage the advocacy community to obtain feedback on clinical trial design and protocols, as well as to incorporate readily-understandable language in all relevant materials.

During 2021, our patient advocacy teams held a number of patient advocacy advisory board meetings, engaging over 40 different patient support organizations in the U.S. and EU across oncology and dermatology.

Clinical Trials

Clinical trials are critical for developing medicines that have the potential to make a meaningful difference in the treatment of disease. Conducting clinical trials under the review of regulatory authorities helps us obtain the necessary approvals to provide patients with increased access to medicines as prescribed by qualified healthcare professionals.

We understand that some patients who may be eligible to participate in Incyte-sponsored clinical trials may not have the resources to participate. In these instances, we are steadfast in providing them with the information and resources they need to support their treatment journeys, consistent with applicable laws, regulations and ethical guidelines.

2021 CLINICAL HIGHLIGHTS

130+ clinical trials **30** new studies **20** completed studies **1,876** sites **40** countries

Clinical Trial Ethics and Safety

We are committed to the safety of our patients – both those that use our medicines and those that participate in clinical trials. Before proceeding with a clinical trial, we carefully consider both the potential benefits and risks, and enact strict protocols to obtain informed consent from participating patients.

These trials play a critical role in helping us to study the safety and efficacy of investigational medicines, while at the same time allowing for a thorough review by the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA) and other global regulatory bodies.

Incyte's studies adhere to the applicable laws and regulations in all territories in which we operate, while always upholding the highest ethical standards. We follow the global Conference on Harmonization (ICH) Good Clinical Practice (GCP) Guidelines, as well as all applicable legal and regulatory requirements where clinical trials are conducted. All ongoing trials are supervised through an institutional review board, an ethics committee and/or a research ethics board to protect the safety of trial participants. Visit our [Incyte Clinical Trials website](#) to learn more.

Clinical Trial Transparency

We aim to ensure that our research processes and practices are transparent, responsible and fully compliant with applicable laws, regulations and guidelines. We announce applicable clinical trial results, positive or negative, on clinicaltrials.gov in the U.S., in other applicable registries, at appropriate medical meetings and in peer-reviewed medical journals in a timely manner.

We aim to publish data within 18 months of the last patient leaving a clinical trial, as we believe publishing this data is not only scientifically responsible, but may also benefit patients and the whole scientific community as we collectively seek to transform the treatment of cancer and other diseases. Our [Clinical Trial Transparency, Data Sharing and Disclosure Practices](#) policy provides more detail on our commitments and holds Incyte accountable to maintain transparent, responsible and fully compliant research practices.

Clinical Trial Diversity

Incyte is a global organization and seeks to create medicines for people of all races and ethnicities. As such, it is essential that diverse communities are appropriately represented in clinical trials in order for researchers to understand and treat disease in the broadest possible context.

Unfortunately, studies have shown that under-represented and minority populations in the U.S. are less likely to be included in clinical research. Incyte is taking steps to enroll diverse patient populations in our own clinical trials, and we continue to use new tools and processes to increase racial and ethnic diversity in clinical trials through our Clinical Trial Diversity Working Group. We make it a priority to remove participation barriers, improve diversity and pave the way to a healthier future for everyone. For more information, read our full [Clinical Trial Diversity Commitment](#).

COMMUNITY

We want to make a difference—not only in the lives of our patients, but also in the communities where we live and work. We created a program called Incyte Involved to give our employees an opportunity to give back. Our Incyte Involved program focuses on three initiatives to make a difference: the Incyte Charitable Giving Foundation, our Community Service Program and our Matching Gifts Program.



Giving Back in 2021

25 Organizations received funds from the Incyte Charitable Giving Foundation (the Foundation)

450* Volunteer hours

86 Individuals helped through our Incyte Cancer Care Assistance Fund

67* Number of employees volunteered

~\$160,000 Matched donations

*Total number of employees volunteered and total volunteer hours impacted by COVID-19.

Incyte Charitable Giving Foundation

We established the Foundation to give back to our community. The Foundation provides charitable donations to publicly funded 501(c)(3) tax-exempt organizations in Delaware across two areas: Oncology Patient Support & Resources and Community Partnerships.

In 2021, the Foundation donated to a variety of groups including two local organizations:

- 1 **The Food Bank of Delaware**, an organization working to reduce food insecurity in our community.
- 2 **FAME, Inc.**, an organization that provides out-of-school and after-school Science, Technology, Engineering and Math (STEM) programs for under-represented minorities and girls.

The Foundation also made donations to the International Association for Human Values for COVID-19 relief efforts in India and to Asian Americans Advancing Justice, an organization that works to advance the civil and human rights of Asian Americans and to build and promote a fair and equitable society for all.

In 2021, the Incyte Foundation along with the Incyte Cancer Care Assistance Fund donated more than \$950,000 to 25 organizations.

Incyte Cancer Care Assistance Fund

The Incyte Cancer Care Assistance Fund for Delaware is a fund supported through the Foundation that provides emergency financial assistance for Delaware cancer patients, their caregivers and family members. The fund covers medical expenses and/or basic living expenses to help participants cope with the emotional and life-changing aspects of cancer. We assisted over 80 individuals through the fund in 2021.

“The last five years have been very trying for me and my family, having two cancer diagnoses, along with the financial stress. I never thought that one day we would be asking for help, and it was very hard. I am so grateful for the Incyte Assistance Fund, you have not only given to me but to so many others in need.”

-Patient aided by Incyte Cancer Care Assistance Fund

Community Service Program

A critical part of Incyte Involved, our Community Service Program provides our colleagues with one day of paid time off each year to volunteer in their communities as they support causes that are personal to them.

Matching Gifts Program

We support our employees' charitable interests by matching contributions to eligible non-profit organizations on a dollar-for-dollar basis up to a predetermined cap. We do this to help our employees achieve their charitable goals and encourage them to give back.

In 2021, Incyte matched approximately **\$160,000** in donations to more than **350** charities that were important to Incyte employees.



TEAM

We care about our employees. That means we take action to create an environment where our colleagues are fulfilled and valued. We promote a company culture based on scientific excellence, and working collaboratively is of the utmost importance as we seek to improve the treatment landscape for the patients we serve.

OUR EMPLOYEES

2,094

Total Employees

989

R&D

187

Medical Affairs

638

Sales and Marketing

280

Operations Support,
Finance and Administrative

GENDER DIVERSITY

51%

Female



49%

Male

GEOGRAPHIC LOCATION

75%

United States and Canada

22%

Europe

3%

Asia





Newsweek's Top 100 Most Loved Workplaces

Additional Recognitions

We were proud to be named the **#2 Top Employer** by Science in 2021, marking the fourth consecutive year Incyte has been ranked in the top three of this global survey.

Incyte was recognized specifically for:

- Being socially responsible
- Having loyal employees
- Treating employees with respect

For the first time, Incyte was recognized as one of Newsweek's Top 100 Most Loved Workplaces for 2021.

We ranked #77 and were one of four biopharma companies included in the list.

Newsweek noted that Incyte was loved because of benefits such as 100% coverage for health insurance for employees as well as parental leave for all situations, such as in the case of adoption.

Additionally in 2021, Incyte was named **#2 on IDEA Pharma's Invention Index** and **#5 on the Innovation Index**, recognized as a **Healthiest Employer by Philadelphia Business Journal** and named **a winner in the Life Sciences & Healthcare Emerging** category for the Philadelphia Alliance for Capital and Technologies (PACT) Enterprise Awards.

Fostering an Innovative Culture

We're founded on the belief that we can make a difference in the lives of our patients – and every day, every employee plays a role in helping us do just that.

Our open-door culture, as well as frequent events and town halls with Q&A sessions, encourages two-way dialogue and continuous feedback that helps drive innovation in all departments, not just within discovery and development.

We create opportunities for our employees to hear from and interact with management and company leadership. This begins when new employees join the company – upon joining, executive management team members plan to meet with new employees within six months. Our management team makes every effort to be available to all employees, regardless of tenure or seniority.

In 2021, we participated in an all-employee survey through the “Most Loved Workplaces” awards, which gauges employee engagement and satisfaction. In addition to the survey, our executive team hosts periodic focus groups to hear directly from employees. We also conduct “pulse” surveys on specific topics, such as benefits and returning to work during and after COVID-19, and groups across the company conduct their own engagement surveys.



Professional Development

Our employees are at their best when they can bring their authentic selves to work. We foster a collaborative environment where employees are exposed to diverse perspectives across the organization – an environment where we embrace differences as a means to learn, grow and deliver innovative solutions for our patients.

Incyte offers employees challenging and rewarding job assignments, ongoing training, resources and tuition reimbursement to help develop our employees. We provide stretch job assignments, a formal performance management process and training and continued learning to empower employees to build skills, advance in their careers, as well as provide job enrichment and personal satisfaction.

Training

In order to help our employees continue to learn and grow, we offer opportunities for training, professional development and continuing education for our employees. All global employees are eligible for tuition reimbursement to pursue secondary degrees and additional coursework.

Our training and development offerings are organized by region and by department. For example, employees in the North American team are able to participate in the E.D.G.E. (Empowerment, Development, Growth, Engagement) Program. The Program connects and empowers employees with networking opportunities featuring internal and external leaders, mentorship opportunities and more.

In the U.S., we provide leadership development training to all new Incyte managers, as well as employees who were recently promoted to managers and individuals identified as potential leaders. We also offer skills courses, such as presentation skills, emotional intelligence and Insights Discovery Workshops to help improve internal and external communication.

In Europe, select managers participate in a leadership training program, which includes three modules:

- 1 Understanding Yourself: Discovering your own leadership style
- 2 Understanding Your Team: Developing people management principles
- 3 Understanding Your Environment: Building stakeholder management and influencing skills

Additionally, teams participate in the Team Effectiveness Workshop, which helps improve communication, accountability, decision-making and overall performance. European teams also improve communication skills through the Insights Discovery Workshop as well as the Challenge Academy – a four-phase program for future leaders in the Europe region that encourages employees to take on challenging projects and supports them in doing so.

Performance Management

Our Performance Management process is an ongoing collaborative process between managers and employees that enables employees to grow in their careers and set goals that support our strategic objectives.

At the beginning of the year, the process begins with employees working with their managers to set individual performance goals, career development goals and identify core competencies as well as customized departmental competencies. Once established, employees and managers are expected to have ongoing conversations throughout the year to discuss goals and progress and can adjust goals to reflect changes in projects or business priorities.

At the end of the year, the employee and manager separately evaluate the employee's progress towards achieving the goals established at the beginning of the year. Evaluations are then approved by their direct managers, upper management and HR, then discussed between the employees' managers. To promote strong performance, employee compensation is tied to the achievement of the objectives established at the beginning of the year.

Succession Planning

We conduct annual succession planning to retain and develop employees for future leadership positions. Our Executive Team meets annually to discuss the succession plan for the company, and each executive team member updates the succession plan for their employees.

Compensation and Benefits

At Incyte, caring for our employees and their families is a top priority, and this is demonstrated through our excellent benefits and compensation offerings. When compared to other bio-tech companies with more than 500 employees, Incyte:

- Is among only 2% of companies who require no employee contribution for individual healthcare coverage.
- Requires an employee contribution towards family medical coverage of only 5%, versus an average of 26% at other companies.

In addition, we offer a range of physical health, mental health and financial benefits to support our employees and their families. For example, in 2021, we updated our parental leave policy and adjusted our Paid Time Off (PTO) policy so that employees do not have to use PTO when sick.

Equitable Compensation

Incyte provides employees with a competitive compensation package, which allows 100% of our global employees to participate in the Annual Cash and Equity Incentive programs. In addition, our employees who work full-time or at least 20 hours per week are also eligible to participate in our Employee Stock Purchase Plan.

To ensure our compensation packages remain competitive, we regularly benchmark our compensation levels against our compensation peer group and the broader life sciences market. We also conduct annual compensation assessments to ensure fairness and equity. On an annual basis, we review and adjust our base salaries and pay ranges to ensure consistency with market movements.

We evaluate gender as well as ethnic and racial pay equity as a part of compensation assessments.¹ For the equity analysis, our HR team compares our pay levels for each job to assess external competitiveness and also review internal equity by evaluating the pay levels for each incumbent in the roles to ensure there is no disparity driven by gender, racial or ethnicity bias. If discrepancies are found without an explanation (i.e., performance, recent promotion, etc.), immediate corrective actions are taken.

¹ We conduct racial equity analysis in the U.S., as ethnicity is not collected in the EU.

Benefits

In addition to our competitive compensation, we offer our employees a range of additional benefits to provide them with the support they need to thrive at work and at home.

In the U.S., we provide industry-leading health insurance that is 100% covered for full-time employees and 95% subsidized for part-time employees working at least 20 hours per week. We also offer a health advocacy program, which provides assistance with healthcare and insurance to enable U.S. colleagues to make informed healthcare decisions.

Our Employee Assistance Program (EAP) supports the mental health of our employees at no cost. Available 24/7, the EAP helps employees with personal and work-related concerns, difficulties and problems.

We introduced and expanded a number of benefits in 2021 to support our employees, including:

- 1 Expanding our parental leave policy, which now provides 16-18 weeks of family leave for primary caregivers (inclusive of short-term disability) and 4 weeks of family leave for secondary caregivers, including birth and adoptive parents, as well as LGBTQ+ parents
- 2 Updating our safety and wellness program to require all employees and visitors to be fully vaccinated against COVID-19 and providing on-site COVID testing and vaccination
- 3 Revamping our professional development programs, providing individual development planning as well as a continuing education pilot program

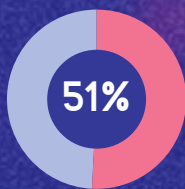
Additional benefits are provided to our employees throughout the year to promote health and well-being, including COVID antibody testing, COVID vaccinations, flu shots and nutrition, wellness and financial planning seminars. Details of our full U.S. benefits program are available on [our website](#).

Diversity & Inclusion

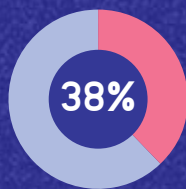
We believe focusing on and fostering a collaborative, innovative and inclusive culture that is rooted in a diversity of abilities, experiences, perspectives and backgrounds is necessary for creating new solutions for our patients. Our commitment to inclusion is included in our [Code of Conduct](#) and enacted by our Inclusion Committee in the U.S., which oversees our efforts to hire, retain and develop diverse talent, as well as promoting diversity in our selection of suppliers and in clinical trials.

2021 Gender, Racial and Ethnic Diversity Data

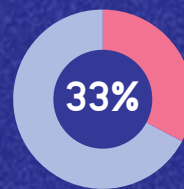
GLOBAL EMPLOYEE GENDER DIVERSITY (%)



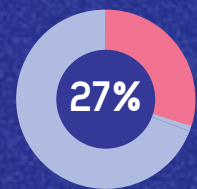
Women Employees



Leadership Positions Filled by Women (Director and Above)

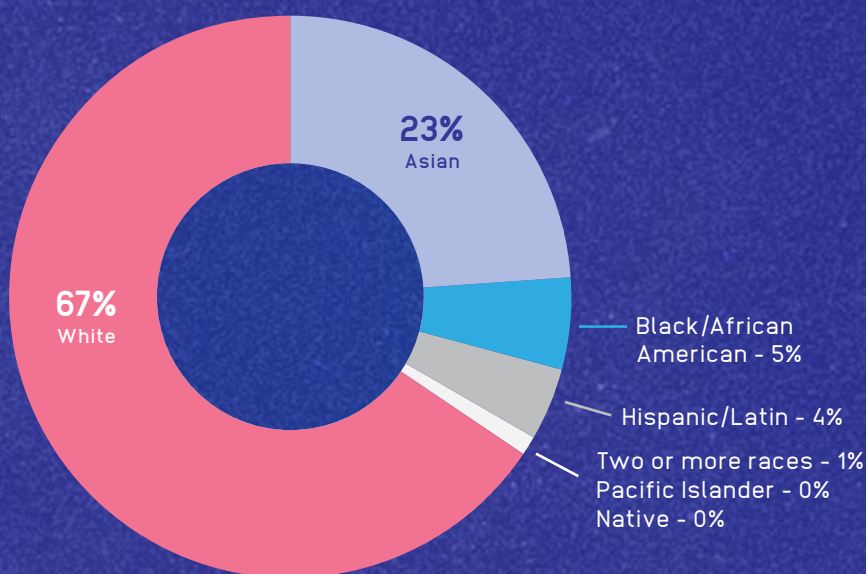


Women Directors on Board



Women on Executive Team

U.S. EMPLOYEE RACIAL AND ETHNIC DIVERSITY (%)



11%

Ethnically/racially diverse directors on the 2021 Board (global)

11%

LGBTQ+ directors on the 2021 Board (global)

27%

Ethnically/racially diverse members of the 2021 Executive Team

As of December 31, 2021, 33% of our U.S. workforce self-reported as non-white – a number comparable to the 2020 U.S. Census data from the State of Delaware, the location of our global headquarters (38% non-white). We do not request racial and ethnic diversity data outside of the U.S., given various privacy strictures. Our full [EEO-1 report](#) is available on our website.

As an illustration of the diversity of thought and backgrounds of our Executive Team, in 2021, 27% of our Executive Leadership Team positions were filled by women and 27% of our Executive Leadership Team was ethnically or racially diverse.

U.S. Inclusion Committee

We support actions that remove barriers and provide increased opportunities to under-represented groups. Our Inclusion Committee in the U.S. is co-chaired by our Chief Executive Officer and our Head of Human Resources. In order to create actionable plans related to diversity and inclusion, the Committee established five key sub-committees, each with a different area of focus:

» HIRE

As part of our merit-based hiring process, Incyte recruits from a wide pool of diverse candidates for all open positions. This applies to both our general workforce and to our leadership and Executive Leadership Team positions.

To promote diversity in our candidate pool, we participate in mentorship programs such as the University of Delaware's Scientific Mentoring & Diversity Program, as well as with local STEM organizations. We actively recruit diverse candidates by attending diverse job fairs, such as the National Black MBA Association, the National Sales Network and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), as well as posting all jobs to Historically Black Colleges and Universities (HBCU) and Jopwell job sites.

Recruiting Diverse Talent

Our 2022 goal is for at least 70% of all open U.S. positions to have at least one Black or Hispanic candidate represented in the candidate pool.

» DEVELOP AND RETAIN

We provide development opportunities to help maintain our diverse workforce. As part of this effort, the CEO and Head of Human Resources conduct focus groups to help identify barriers that might prevent Black colleagues from advancing into leadership roles across the organization. These focus groups also served as important inputs for our 2022 inclusion goals.

» AWARENESS

We promote awareness and understanding of diversity and inclusion through company-wide town halls, community events, on our internal and external website and through internal and external speakers. In 2022, our Inclusion Committee will present in 50% of Incyte town halls, helping to further raise awareness of D&I for all employees.

» CLINICAL TRIAL DIVERSITY

We take action to ensure that a diversity of ethnicities are represented in clinical trials in order for researchers to understand and treat disease across all communities. To read more about our efforts in this space, see [page 20](#).

» SUPPLIER DIVERSITY

We partner with suppliers to promote inclusion and diversity in our strategic sourcing practices by enabling diverse businesses to share and grow in the global and local markets.¹ We believe supplier diversity supports Incyte's commercial ambitions and helps improve the economies of the communities we serve.

We use multiple external suppliers, consultants and other agency partners to select diverse suppliers, and will continue to explore how to best increase the number of vendors and consultants that are owned by underrepresented populations.

¹ Diverse or disadvantaged small businesses fall into one or more of the following categories: minority-owned, women-owned, veteran-owned, LGBT-owned, service-disabled veteran-owned, disabled-owned, and/or historically underutilized business.

Safety and Wellness

At Incyte, we are committed to improving the world's health – and Environmental, Health and Safety (EHS) performance is critical for delivering on this commitment. We aim to conduct all business in a manner that protects people and the environment, and it is our responsibility and policy to comply with applicable EHS regulatory requirements. We seek to continually improve our EHS management systems and performance.

A strong safety culture is a fundamental part of how we work, and our philosophy is that everyone at Incyte – including full- and part-time employees and contractors – has a responsibility to create and maintain a safe and healthy workplace with a goal to reduce risk and prevent injuries. Our management team recognizes this responsibility and is committed to providing the resources necessary to achieve this goal.

To promote safety performance, our first manufacturing site in Yverdon-les-Bains, Switzerland has developed site-wide and group-specific safety KPIs. Strict procedures are followed to protect our employees and contractors. Contractors are required to have their own safe operating procedures, as well as risk assessments for planned work. The site aims to achieve 0 injuries by following standard operating procedures.

	2019 ¹	2020 ¹	2021
LOST TIME INCIDENT RATE (LTIR)	0.2	0.3	0.1
TOTAL RECORDABLE INCIDENT RATE (TRIR)	–	–	0.24
FATALITIES	–	–	0

¹ Data not available. In 2019 and 2020, the LTIR reflects U.S. numbers only.

EHS Training

All laboratory and manufacturing employees receive training specific to the potential hazards associated with their roles when they start at Incyte. Laboratory employees also receive all regulatory-related training immediately upon hiring, whenever their job responsibilities change and on an annual basis. Periodic safety walkthroughs (Gemba Walks) and safety meetings take place in our different teams to further emphasize safety.

Protecting Our Employees Through the COVID-19 Pandemic

When the COVID-19 pandemic began in 2020, we took action to protect our employees, facilitating a seamless transition to remote working and later offering a gradual return to offices as permitted. We also provided access to COVID-related medical services in the U.S., such as antibody testing, rapid tests and PCR testing. In the spring of 2021, Incyte's U.S. headquarters became a vaccine administration site and began vaccinating those employees who were eligible and interested. We now require all U.S.-based Incyte employees and those who enter our buildings to be fully vaccinated against COVID-19.

Emergency Preparedness

We have protocols in place to ensure we can continue to operate safely and effectively in the event of an emergency, and we provide emergency preparedness training for all U.S. office-based employees when they start. These protocols include regular fire drills to practice safe evacuations, as well as contingency plans for operations and research facilities in the event of natural disasters. Should our U.S. headquarters lose power, we have the ability to maintain equipment, refrigerators and freezers with critical samples. Thus, while some discovery projects may be put on hold, other work can continue to be conducted.

Our Global Technical Operations Team has a business continuity Standard Operating Procedure (SOP) in place related to commercial supply, which requires Quality Assurance and Supply Chain teams to routinely review business continuity and crisis management preparedness plans with key suppliers. Our manufacturing site has a disaster recovery plan in place for IT systems, as well as emergency generators and redundancy by design to prevent potential outages.

ENVIRONMENT

We are committed to minimizing our environmental impact and believe protecting the environment is an important part of our mission. Setting specific goals reinforces this commitment and helps drive meaningful change – decreasing our environmental impact while increasing transparency.

Environmental Targets and Progress

Our key environmental target is to achieve operational carbon neutrality by 2025 against a 2019 baseline. We plan to accomplish this through a combination of CO2 reductions and offsetting our operational emissions. Our 2025 carbon neutrality target includes our global Scope 1 and Scope 2 emissions, which are the direct and indirect emissions from our facilities as well as the emissions from fleet vehicles.

OUR KEY ENVIRONMENTAL TARGET:
Achieve operational carbon neutrality by 2025.

We have three additional goals to underscore our commitment to protecting the environment:

→ **Achieved**

Green Globes Certification for newly constructed building at U.S. headquarters after completion

→ **In Progress**

Report under the Task Force on Climate-Related Financial Disclosures (TCFD) Framework by 2023

Complete transition of field fleet to hybrid and electric vehicles by 2025

NOTE:

- 1801 refers to our ~191,000 square foot building which served as a department store in the late 1900s. Incyte renovated the building into R&D laboratories and offices and moved into the building in 2014.
- 1815 refers to our new, Green Globes-certified office building which opened in 2017. It is ~154,000 square feet (~275,500 square feet, including the attached parking garage).

2020

Measured U.S. Scope 1 and Scope 2 GHG emissions – Includes U.S. HQ + U.S. Field Fleet

Offset 100% of measured emissions through reforestation carbon credits through Arbor Day Foundation's project along the Mississippi River Valley

U.S. HQ **achieved** landfill-free status

2021

Measured U.S. Scope 1 and Scope 2 GHG emissions – Includes U.S. HQ + U.S. Field Fleet

Measured global air travel emissions (Scope 3)

Offset 100% of measured emissions through reforestation carbon credits through Arbor Day Foundation's project along the Mississippi River Valley

Transitioned U.S. HQ to 100% renewably sourced electricity

Installed Aircuity system in 1801, allowing for more efficient airflow through labs

Achieved Green Globes Certification for 1815

Set public environmental goals in the Proxy and Responsibility Reports

Reducing Absolute Emissions

In order to achieve our target, we are taking action to reduce absolute emissions by sourcing renewable energy, responsibly constructing and operating our owned facilities to reduce environmental impact and improve energy efficiency, converting our sales fleet to hybrid/electric vehicles, and improving everyday actions, such as ensuring no Incyte employees including those in the Executive Leadership Team utilize private corporate planes for business travel. As of January 1, 2021, our U.S. headquarters uses 100% renewable energy sourced from the purchase and retirement of renewable energy certificates. In addition, we achieved three out of a possible four Green Globes for Building 1815 at our U.S. headquarters, demonstrating outstanding success in resource efficiency, reducing environmental impacts and improving occupant wellness. Building 1709, which was completed in the first half of 2022, secured three out of four Green Globes upon its completion.

Our first manufacturing site in Yverdon-les-Bains, Switzerland follows strict environmental protection and energy consumption regulations. An energy management team composed of Engineering, EHS and other stakeholders monitors energy use, identifies and corrects unusual usage and highlights opportunities to improve efficiency. Additionally, a study was conducted to review the energy consumption of the building itself. Due to the state-of-the-art design, the study highlighted very few additional opportunities to reduce energy consumption and increase efficiency:

- 1 The majority of residual energy generated by heating and cooling equipment is already recovered using a heat exchanger, and that energy is used to supply subsystems.
- 2 1600 m² of solar panels are installed on the roof, providing about 10% of the site's consumption.
- 3 During winter months, excess heat energy is used to de-ice the site's building access, instead of being dissipated in the cooling system.
- 4 The plant's electricity is 100% sourced from hydroelectric power and manufacturing pharma grade gases are carbon neutral (compensated emissions).

Offsetting Remaining Emissions

We have already made progress toward achieving our carbon neutrality goal: we offset 100% of our Scope 1 and Scope 2 emissions in 2019 through investments in verified carbon credits from reforestation projects in partnership with the Arbor Day Foundation, the largest 501(c)(3) nonprofit organization dedicated to planting trees.

For our remaining 2020 Scope 1 and Scope 2 emissions, we partnered with NCX to source local carbon credits that bring co-benefits to our community. NCX helps to protect local forests by partnering with landowners to purchase carbon credits to conserve trees that would otherwise be harvested by individual landowners for income. NCX also offers a technology that minimizes costs and streamlines the carbon credit process, allowing small landowners to participate in the carbon market for the first time. Through our partnership, we are helping to support landowners in the mid-Atlantic region – and in our Delaware community – while also working to achieve our carbon reduction goals.



Our purchased carbon credits through NCX have helped keep this western Pennsylvania forest alive and healthy.

Water

Incyte is committed to monitoring and, where possible, reducing water use. At our Corporate Headquarters, we use five different storm water management features, including green roofs, bio-retention facilities, underground detention tanks, and porous pavers and porous asphalt. We have also installed water presence sensors in high-use areas to quickly detect leaks and reduce water usage. In new or renovated spaces, we use motion and presence sensor faucets to facilitate more efficient use of water.

Our manufacturing facility in Yverdon-les-Bains also employs green roofs for storm water retention. By using residual heat to prevent ice formation at the building entries, the facility reduces the amount of salt used for de-icing.

Waste

All owned Incyte facilities are landfill-free – including our manufacturing site. We work to reduce raw consumption, comply with regulators, and improve efficiency to use the waste we generate. Our waste reduction efforts center on utilizing “landfill-free” practices where possible for both non-hazardous and hazardous waste.

- 1 Non-Hazardous Waste: All non-hazardous waste is sent to a “landfill-free” waste and recycle company, where it is converted into energy.
- 2 Hazardous Waste: We manage all hazardous waste at our Corporate Headquarters in compliance with Environmental Protection Agency (EPA) regulations. All hazardous waste is recycled, reused, fuel-blended or disposed of at an EPA-approved disposal facility.

Incyte works closely with our waste vendors and our employees to identify waste minimization and pollution prevention efforts at our facilities. These initiatives allow us to safely divert materials for recycling, recovery or reuse. We encourage employees to work with the EHS team to identify additional opportunities to improve our environmental stewardship.

Our Environmental Impact¹

Metric (in metric tons, unless otherwise noted)	2021	2020	2019	% Change 2020 to 2021
Global Scope 1 CO₂e (location-based)²	4,058	3,254	3,622	25%
Building 1801, Wilmington, DE	1,889	1,879	1,868	1%
Building 1815, Wilmington, DE	72	66	84	8%
Yverdon-les-Bains, Switzerland ³	2	0.4	-	411%
US Fleet	2,095	1,308	1,671	60%
Global Scope 2 CO₂e (location-based)⁴	3,404	4,661	4,911	-27%
Building 1801, Wilmington, DE	2,429	3,428	3,550	-29%
Building 1815, Wilmington, DE	940	1,227	1,361	-23%
Yverdon-les-Bains, Switzerland	36	7	0	440%
Global Scope 3 CO₂e⁵	1,593	1,451	2,505	10%
# Electric Car Charging Ports	44	40	20	10%
Non-Hazardous Waste Generated	217	241	281	-10%
Recycled	72	106	122	-31%
Incinerated with Energy Recovery	120	38	3	216%
Incinerated	25	24	27	3%
Landfilled	0	74	129	-100%
Hazardous Waste Generated	105	72	79	45%
Incinerated with Energy Recovery	50	45	55	11%
Incinerated	54	27	24	103%
Landfilled	0	0	0	0%
Water Usage (megaliter)	106	53	67	100%

1 This data represents our wholly-owned, fully operational facilities in FY2021 unless otherwise noted. Some figures and percentages may not add up due to rounding. We will continue to expand and refine our disclosures to more closely align with the Greenhouse Gas Protocol.

2 Includes on-site emissions for wholly-owned facilities and the U.S. Fleet (not wholly-owned).

3 In 2021, Incyte's facility in Yverdon-les-Bains, Switzerland became fully operational. Buildings began opening mid-2020, so emission data is reported starting in 2020.

4 Recalculation of Scope 2 from previous years has been made in an effort to increase the accuracy of reported data.

5 Represents only global air travel.

GOVERNANCE AND RISK MANAGEMENT

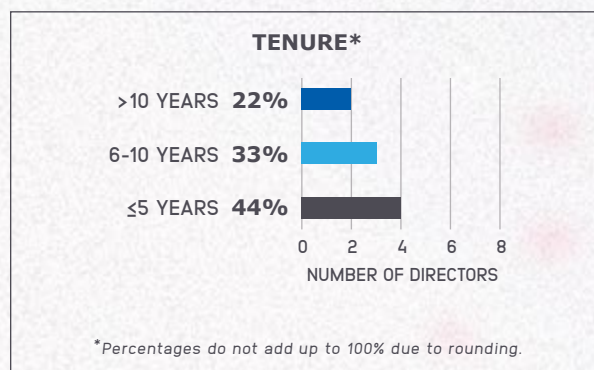
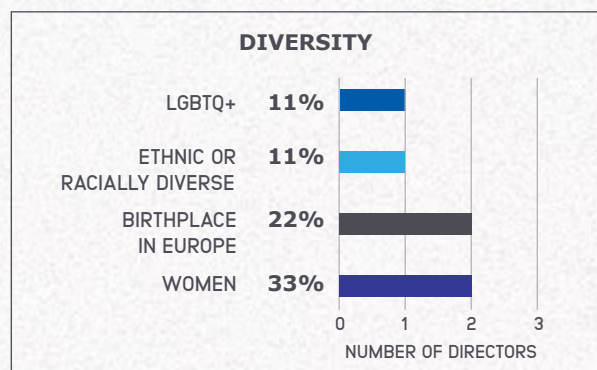
We believe that strong ethics and governance begins with the Board of Directors. Comprised of four committees, the Board of Directors represents the highest level of oversight at Incyte.

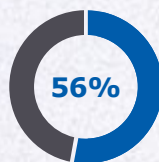
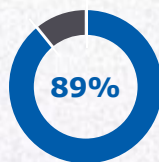
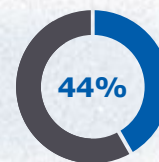
Corporate Governance

Our Board consists of a diverse group of highly skilled and experienced leaders who bring both different perspectives and areas of expertise, contributing to the overall effectiveness of the Board. Our Board's continuous efforts to refresh itself have led to a complementary mix of new, mid-term and longer-tenured directors. We believe this group of directors collectively has the skills to support Incyte in the achievement of our long-term goals.

Expertise	Hoppenot	Baker	Bienaimé	Brawley	Clancy	Dixon	Fouse	Harrigan	High
Biopharma Industry	✓	✓	✓	✓	✓	✓	✓	✓	✓
Operational Leadership	✓		✓		✓	✓	✓	✓	✓
International	✓		✓		✓	✓	✓	✓	
Drug Discover, Development & Regulatory	✓		✓	✓		✓		✓	✓
Commercial	✓		✓			✓	✓		
Financial	✓	✓	✓		✓		✓		

As of December 31, 2021, three of our nine Board members were women, representing 33% of our Board of Directors. This is in line with the 2021 average among S&P 500 constituents, in which 29% of all Board seats are currently taken by women. Two (22%) of our directors were born in Europe, one self-identifies as Black/African American and one self-identifies as LGBTQ+.



HOLDS PHD OR MD**INDEPENDENCE****BOARD REFRESHMENT IN THE LAST 5 YEARS**

As a result of our annual stockholder engagement, we have implemented several significant enhancements in our corporate governance, compensation policies, ESG activities and stockholder communication practices. These enhancements can be found on page 12 of [our proxy statement](#).

ESG Oversight

Incyte's Global Responsibility initiatives are driven by our CEO and Executive Team. Oversight on set objectives is then provided to the entire Board of Directors twice a year. In addition, certain Board Committees have oversight responsibility of ESG matters. For example, the Compensation Committee has oversight of human capital management matters, including diversity and inclusion and talent development and retention.

Risk Management

Our Board oversees the overall risk management process directly and through its committees. The responsibility for managing risk rests with executive management, while the committees of the Board and the Board as a whole participate in the oversight process.

The Board's risk oversight process builds on management's risk assessment and mitigation processes, which include reviews of long-term strategic and operational planning, executive evaluation, development and succession planning, regulatory and legal compliance and financial reporting and internal controls. The Board considers strategic and operational risks and opportunities and regularly receives reports from executive management regarding specific aspects of risk management.

The continued success of Incyte is dependent on the confidence we earn from our customers, patients, employees, communities and other stakeholders. We adhere to our commitments, displaying honesty and integrity, and minimizing risk at every opportunity.

Tying ESG targets to Executive Compensation

In early 2022, the Compensation Committee tied 5% of our annual incentive cash bonus program to ESG targets for the first time. These goals are:

- 1 Achieve a minimum rate of 70% of all open positions in the US being recruited for in 2022 having at least one Black or Hispanic candidate represented in the candidate pool
- 2 Reduce single-use plastic products by 70% in all regions
- 3 Achieve at least 3 out of 4 available Green Globes towards certification for Building 1709

Ethics and Compliance Program

Delivering innovative, research-driven solutions for our patients requires a commitment to conducting business ethically and responsibly. Our commitment to ethics and compliance starts at the top, with the Audit and Finance Board Committee responsible for overseeing our compliance with the Code of Business Conduct and Ethics, its underlying policies, as well as relevant laws and regulations.

Our comprehensive Compliance Program follows the Seven Elements of an Effective Compliance Program, including having easily accessible written standards, providing ongoing education and training, conducting risk assessments and monitoring activities and maintaining and enforcing corrective action procedures to enable us to deliver on our commitment to the highest standards of ethics and compliance. The Compliance Program is routinely reviewed by the Global Compliance Committee, which is comprised of members of Incyte's executive leadership team, and the program is regularly enhanced to meet evolving compliance standards and needs.

Board Oversight

The Audit and Finance Board Committee oversees our adherence to the Code of Business Conduct and Ethics as well as applicable laws and regulations.

The Committee receives a report from Incyte's Chief Compliance Officer at least twice per year and reviews and discusses enterprise risk assessments and management practices, including with respect to financial, operating and cybersecurity and other information technology risks.

Code of Conduct

Incyte's Code of Business Conduct and Ethics guides our actions whenever and wherever we conduct business. Along with other supportive topic-specific company policies, the Code outlines the expectations of employee interactions and daily conduct to ensure that we conduct business with honesty and integrity.

We have also adopted a Senior Financial Officers' Code of Ethics that specifically applies to our Chief Executive Officer, Chief Financial Officer, Principal Accounting Officer, Corporate Controller and others tasked with financial reporting functions.

Anti-Corruption and Anti-Bribery

Our Anti-Bribery and Anti-Corruption (ABAC) program is dedicated to establishing clear rules and processes for all Incyte employees to prevent bribery or corruption, whether directly or indirectly. Incyte's Code of Business Conduct and Ethics makes clear that Incyte does not condone bribery or corruption. This prohibition is further detailed in our Anti-Bribery and Anti-Corruption policy, which defines bribery as directly or indirectly providing, offering, or promising to provide anything of value to an individual, knowing it is for the purpose of improperly influencing, inducing or otherwise affecting an official act or decision. We use six principles to prevent corruption and bribery across our business:

- 1 We Only Engage in Legitimate Transactions
- 2 We Always Know Our Business Partners
- 3 We Only Make Appropriate Expenditures
- 4 We Take Ownership and Responsibility
- 5 We Keep Complete and Accurate Records
- 6 We Follow Laws and Established Guidelines

We prohibit all forms of bribery, including commercial bribery, as well as the offering, paying, or authorizing of facilitation payments, which we define as unofficial payments made to Government Officials to expedite or secure the performance of routine governmental actions or services to which Incyte is otherwise entitled to receive as a matter of law (e.g., regulatory approvals, product registration, etc.).

We hold third parties with which we do business to the same high standards to which we hold ourselves. This includes the expectation to comply with applicable laws and regulations, including ABAC laws. When considering a potential business relationship with certain third parties, we conduct due diligence to assess and mitigate the potential risk of bribery and corruption.

Ethics and Compliance Training

To support ethical behavior across the organization, Incyte regularly conducts employee training on ethics and compliance policies and procedures, as well as legal and ethical obligations under applicable government healthcare program requirements. We take all necessary steps to effectively communicate the standards and procedures relevant to employees, as well as highlight potential additional areas of training.

Employees receive Code of Conduct training and ABAC training when they join the company and complete annual training thereafter to ensure they understand and comply with our policy. Ongoing communication about the Code and ABAC is provided to keep this important subject top-of-mind for employees, including via Compliance newsletters and activities conducted during “Corporate Compliance & Ethics Week.”

Ethics and Compliance Reporting

We foster open dialogue to enable employees to speak up when asking compliance questions or reporting potential noncompliance. To that end, we maintain an open-door policy, as well as policies that protect confidentiality and non-retaliation for reports made in good faith. Employees are encouraged to raise questions or concerns to their manager, the Compliance Department, the Legal Department or Human Resources.

Incyte also maintains a confidential Compliance Helpline to allow employees or external parties to report compliance concerns or instances of misconduct. The Helpline is managed by a third-party vendor. It is accessible 24 hours a day, 7 days a week, 365 days a year; and it provides the option to report anonymously, where permitted by local law.

Compliance Hotline

Incyte is committed to open communication and fostering a speak-up culture. The Compliance Helpline provides multiple options to speak up confidentially through a third party and report concerns or misconduct:

- 1 Web: incyte.ethicspoint.com
- 2 Country-specific Compliance Helpline numbers are also on Incyte’s website.

Auditing, Monitoring and Taking Action

We regularly monitor, audit and evaluate compliance with our policies and procedures. In the event of a violation of the law or of company policy, our Compliance Program maintains the Reporting and Investigating Allegations of Non-Compliance policy to address inappropriate conduct and deter potential future violations.

The Policy also requires us to respond promptly to potential violations of law or company policy, take appropriate disciplinary action, assess whether the violation is in part due to gaps in our policies, practices, or internal controls and take action to prevent future violations.

Ethical Marketing

We protect our reputation as a dependable business partner by marketing and selling products and services with honesty, integrity and in compliance with all applicable laws and regulations. We make accurate claims about our products, services and capabilities to ensure practitioners and patients can make decisions based on facts.

We comply with the principles outlined in applicable laws regarding disclosure of transfers of value to healthcare professionals, including the Physician Payment Sunshine Act (Sunshine Act) in the U.S. and the Loi Bertrand in France.

In order to help ensure that our products are used safely and for the right purposes, the following compliance requirements apply to promotional interactions with healthcare professionals:

- 1** Must be consistent with the approved labeling / product Prescribing Information and discuss only approved products and indications.
- 2** Must be truthful, non-misleading and fairly balanced in presenting an Incyte product's benefits and risks.
- 3** Promotional materials used must be accurate, substantiated, scientifically rigorous and consistent with applicable legal and regulatory standards.

We are a member of the Pharmaceutical Research and Manufacturers of America (PhRMA) and are committed to complying with the PhRMA Code on Interactions with Healthcare Professionals. Incyte is also a member of several equivalent national industry trade associations in Europe. To learn more, see our Code of Business Conduct and Ethics as well as the Compliance and Transparency page of our website.

Supply Chain

Incyte recognizes the importance of working with suppliers, distributors, vendors and other business partners who share our values and operate in a responsible and ethical manner.

We expect all third parties with whom we do business to comply with all applicable laws and regulations of the countries, states and localities in which they operate. The standards and expectations we have for our third parties mirror those which we set for ourselves as reflected in our [Code of Business Conduct and Ethics](#).

Supplier Audits

The acceptability of our partners (and their third parties) and Incyte's third parties (service providers, suppliers and subcontractors) is verified through a formal process including initial assessment (including due diligence), qualification and routine evaluation of compliance with applicable regulatory requirements and the Incyte Quality Management System (QMS).

Cybersecurity and Data Privacy

While improved technology and interconnectivity help us to provide solutions for our patients, they can also lead to increased risks. Incyte's robust cybersecurity program helps us mitigate these risks using technical and administrative safeguards, including penetration testing, vulnerability assessments and remediation, privacy and cybersecurity assessments of business partners, end-to-end security tools, cloud security and protection mechanisms for patient data and intellectual property.

We also take action to increase cybersecurity awareness in our employees through mandatory cybersecurity training during orientation, as well as additional required training and "Cybersecurity Awareness Month" activities that further underscore our efforts.

Our Cybersecurity Program

- 1 Audit and Finance Board Committee oversight
- 2 Annual security awareness and training program for all employees and contractors
100% of employees and contractors completed cybersecurity best practices training and refresher modules and were tested using phishing simulation campaigns
- 3 Annual cybersecurity audits with rotating third-parties
- 4 Comprehensive threat and vulnerability analysis and management practices using the NIST Cyber Security Framework
- 5 Cybersecurity monitoring with incident response policies and simulation exercises to test and hone our response to adverse events
- 6 Cyber risk insurance protection

We honor the relationships we have built with patients, healthcare professionals, caregivers, consumers, employees and business partners by being transparent about how we collect, use, share, transfer and retain personal information. Our [Privacy Policy](#) provides full details about our data privacy practices.

SASB INDEX

SASB Activity Metrics

ACCOUNTING METRIC	CODE	2021 DISCLOSURE
NUMBER OF PATIENTS TREATED	HC-BP-000.A	Not disclosed for 2021
NUMBER OF DRUGS (1) IN PORTFOLIO AND (2) IN RESEARCH AND DEVELOPMENT (PHASES 1-3)	HC-BP-000.B	<p>Our scientific innovation is driven by our in-house discovery and development teams, including chemists, biologists, translational scientists and clinicians, who work together to create a seamless and integrated approach to research and development that is tailored to individual program needs. This effort has resulted in the regulatory approvals of four medicines across six indications and three continents.</p> <p>There were 24 clinical candidates at the end of 2021.</p>

SASB Sustainability Disclosure Topics & Accounting Metrics for Biotechnology & Pharmaceutical Industry

TOPIC	ACCOUNTING METRIC	CODE	2021 DISCLOSURE
SAFETY OF CLINICAL TRIAL PARTICIPANTS	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	<u>Clinical Trials</u>
	Number of FDA Sponsor inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	(1) 1 (2) 0 In 2021, Incyte had two FDA inspections, one of which resulted in No Action Indicated (NAI). The additional inspection is classified as Voluntary Action Indicated (VAI), with no FDA Form 483s citations or compliance actions. Incyte promptly responded to inspector comments.
ACCESS TO MEDICINES	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240A.1	<u>Access to Medicine</u>
DRUG SAFETY	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	0
	Number of recalls issued; total units recalled	HC-BP-250a.3	0; 0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	0

TOPIC	ACCOUNTING METRIC	CODE	2021 DISCLOSURE
CONTERFEIT DRUGS	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	<p>Anti-counterfeiting measures and product serialization are in place to increase patient safety as well as to address regulatory requirements, thus ensuring Incyte's compliance, patients' safety and security. Two kinds of anti-counterfeiting features, overt and covert, are currently in place for Incyte medicines. Overt features are for patients, health-care providers and regulatory authorities to authenticate the product and, as such, make medicines difficult to reproduce. To further avoid fake or counterfeit product, overt features are combined with tamper evident packaging. Covert features are intended for a restricted number of Incyte's personnel to quickly authenticate products in the event of suspected counterfeiting.</p> <p>Related to serialization, a single identifier is printed on each product pack along with a 2D barcode with encoded information and an anti-tempering device. At delivery to the patient and at any dispensing point, the pack can then be scanned to confirm its authenticity.</p>
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	<p>Suspected counterfeit issues or claims related to our products are handled internally via Incyte's Material Review Boards (MRB) and the Falsified Drug Product Committee (FDPC). The MRB is a Quality Assurance (QA) forum. In the event of a suspected counterfeit issue, the QA chair communicates with his/her QA business partner counterpart to determine the potential impact on product safety and the need for any related regulatory or other action. The FDPC is a cross-functional team, chaired by the Head of Supply Chain. The FDPC team includes representation from Supply Chain, QA, Communications, Commercial, Legal and Regulatory Affairs. The FDPC convenes meetings internally and externally to share information and align on necessary actions, including communication to external stakeholders. External communications have historically been disseminated by alerts from the WHO via its website and communications portal with health authorities, with Company Statements, including relevant information and contact details, being made available via the Incyte corporate website.</p>
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	<p>Incyte discloses information about material legal proceedings in our Annual Report on Form 10-K.</p>

TOPIC	ACCOUNTING METRIC	CODE	2021 DISCLOSURE
ETHICAL MARKETING	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Incyte discloses information about material legal proceedings in our <u>Annual Report on Form 10-K</u> .
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	<u>Ethical Marketing</u>
EMPLOYEE RECRUITMENT	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	Team
DEVELOPMENT & RETENTION	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	HC-BP-330a.2	The voluntary turnover rate was 10.6% in 2021, up from a five-year low of 4.9% for 2020.
SUPPLY CHAIN MANAGEMENT	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Incyte adheres to the Good Manufacturing Practice (GMP) standards set by the FDA. It is our goal to always operate in compliance with all applicable rules and regulations. As such, we expect that all third parties with whom we do business operate in compliance with all applicable laws and regulations of the countries, states, and localities in which they operate. The standards and expectations we have for our third parties mirror those which we set for ourselves as reflected in our Code of Business Conduct and Ethics.
BUSINESS ETHICS	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510A.1	\$0
	Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a.2	Ethical Marketing



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