



SOLVE
ON

Global Responsibility Report 2025

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FORWARD-LOOKING STATEMENTS: This Global Responsibility Report contains forward-looking statements, and actual results could differ materially from the expectations expressed herein. Risk factors that could cause actual results to differ are set forth in the “Risk Factors” section and throughout our [2025 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. Incyte disclaims any obligation to update or amend the forward-looking statements contained in this report, except as required by law.

About This Report

Our annual Global Responsibility Report details progress of our environmental, social and governance (ESG) efforts and reflects our use of 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, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and the United Nations Sustainable Development Goals (SDGs).

Unless otherwise noted, the information contained in this report covers the period from January 1, 2025, through December 31, 2025. To contact the Incyte Global Responsibility team, please email us at globalresponsibility@incyte.com.

All photographs and images in this document depict real, actual Incyte employees, partners or campaigns.



About Incyte

Incyte is a global biopharmaceutical company on a mission to *Solve On*

Solve On is the spirit and energy that fuels our focus on deciphering new pathways, breaking new grounds and developing new ways to manage rare and hard-to-treat diseases. We *Solve On* because patients are waiting—and because we believe that scientific innovation will lead to meaningful solutions.

How We *Solve On*

Since our start in 2002 with a small number of scientists, chemists and biologists, our campus in Wilmington, Delaware has been a hub for innovation. Our shared passion and perseverance have led to the discovery and development of first-in-class treatments for patients around the world. Incyte is now a global organization with more than 2,800 employees across North America, Europe and Asia, with a robust portfolio of treatments spanning Hematology, Oncology and Inflammation & Autoimmunity (IAI). Today, our passion for innovation is stronger than ever.

Message from the CEO



William J. Meury
Chief Executive Officer

I am pleased to share Incyte’s 2025 Global Responsibility Report. Since stepping into the role of Chief Executive Officer, I’ve had the opportunity to engage closely with our teams across every function including research and development (R&D), manufacturing and commercial operations. What stands out most is the strength of our people, the quality of our science and the deep sense of purpose that unites us: finding innovative solutions for patients in need.

At Incyte, global responsibility is not a parallel effort or an annual exercise—it is embedded in how we build trust and deliver lasting impact. It helps shape the decisions we make, the standards we set for ourselves, and the way we work with patients, employees, partners and the communities where we live and operate.

Innovation with patients at the center

Our ability to make a difference starts with science. We are advancing a pipeline with the potential to meaningfully improve outcomes for patients across Hematology, Oncology and Immunology. With multiple late-stage clinical programs and a range of first-in-class and novel approaches, we are working to redefine what is possible for patients.

This work carries a responsibility—to uphold the highest standards of quality, safety and integrity across the lifecycle of our medicines and to design research that reflects the patients we aim to serve. It also demands urgency, focus and collaboration, because every day matters.

A great place to do the best work of your career

Our progress is made possible by our people. Incyte’s culture is grounded in collaboration, innovation and a shared commitment to patients. We prioritize respect for one another and are dedicated to building an inclusive workplace where unique perspectives are valued and employees are empowered to learn, grow and lead.

Across each global responsibility pillar, our aim is consistent: to translate our values into durable practices, supported by strong governance and thoughtful engagement with stakeholders.

Looking ahead

Incyte has exciting opportunities ahead as we continue to grow and advance innovative science, bringing meaningful new options to patients. We will keep doing so in a way that earns trust over the long term, raising the bar on how we discover and deliver medicines, how we support our people, how we show up in our communities and how we operate responsibly.

Thank you to our employees for their unwavering commitment and to our stakeholders for their partnership. We are proud of what we’re building and remain focused on what matters most—patients.

Solve On

Our Global Responsibility Pillars

This report is organized around our Global Responsibility pillars, which reflect where we focus our efforts and where we believe we can have the greatest impact:

Patients and Innovation

Advancing transformative medicines with urgency, quality and scientific integrity.

Community

Being a trusted partner and contributing time and resources to help patients and the communities around us.

People

Building an inclusive, collaborative, high-performing workplace where employees can grow and realize their full potential.

Environment

Operating responsibly and working to reduce our environmental footprint over time.

Governance and Risk Management

Upholding high standards of ethics, compliance, transparency and accountability.

2025 Highlights

IMPACTING PATIENTS WORLDWIDE

Over 400,000

patients treated with medicines commercialized by Incyte

~280,000

patients assisted through U.S. patient support and copay assistance programs

5+ global

regulatory approvals across multiple products, and advanced numerous assets from early- to late-stage development

DRIVING INNOVATION AND GROWTH

10 approved

products* and ongoing clinical trials in multiple disease areas

~950

research and development employees

2,800+

employees in North America, Europe and Asia

GIVING BACK AND STRENGTHENING COMMUNITIES

43%

of our global employees used their paid volunteer day

650+

organizations received matched gifts through our Matching Gifts Program

\$1M+ donated

through the Incyte Charitable Giving Foundation

A RECOGNIZED LEADER

8 consecutive

years named a top 3 industry employer by *Science Magazine*

Ranked #35

on *Newsweek's* Global Most Loved Workplaces list

COMMITMENT TO GLOBAL RESPONSIBILITY

Our 2025 cash incentive bonus program linked to

2 measurable ESG goals

REINFORCING A CULTURE OF ETHICS AND COMPLIANCE

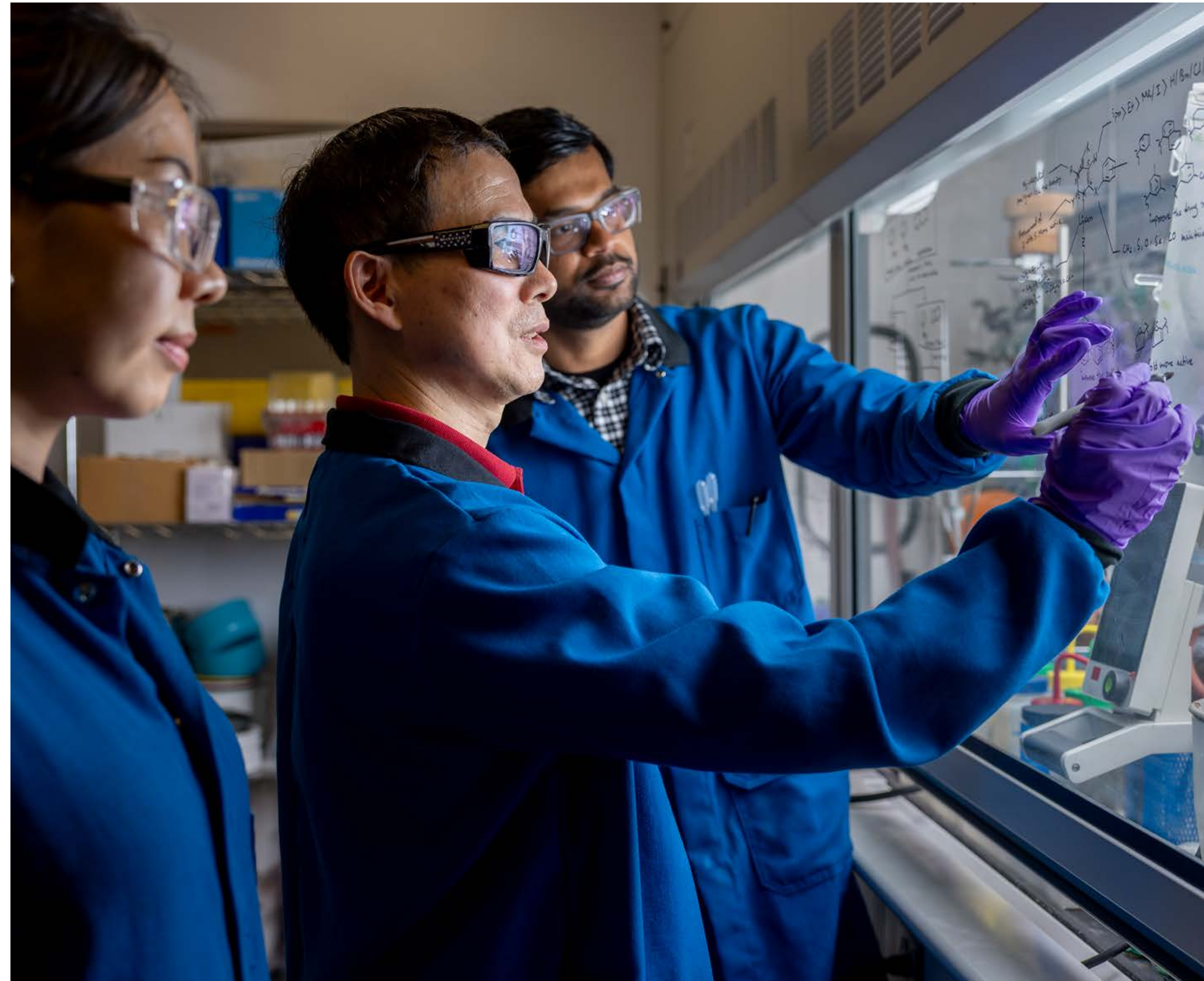
Maintained strong ethics and compliance standards, providing training on ethics, cybersecurity and more.

Our 2025 global employee engagement survey reflected strong employee confidence in Incyte's commitment to address ethics and integrity concerns.

*This number includes partnered programs.

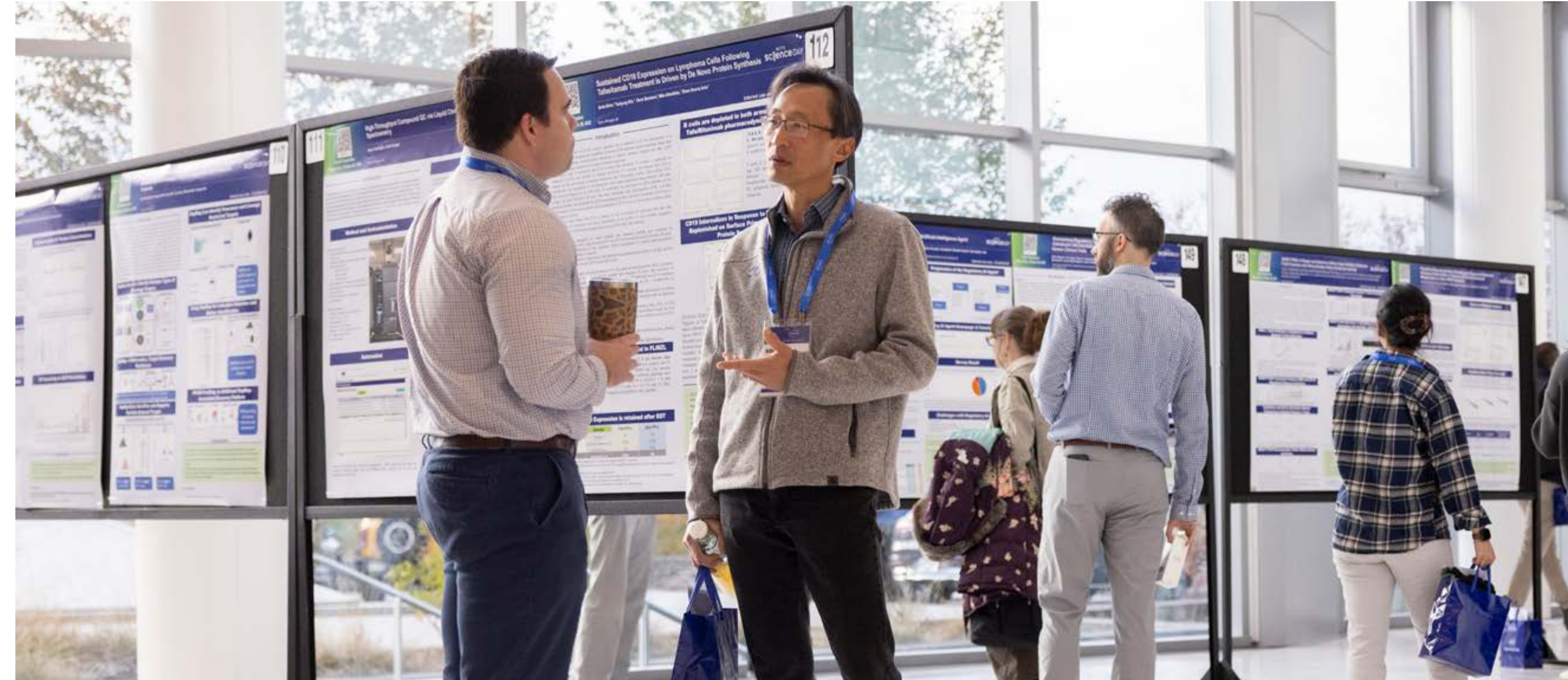
Patients and Innovation

With patients at the center of everything we do, our discovery approach focuses on building a scientifically differentiated portfolio designed to make a meaningful impact. For more than 20 years, our scientists have worked side by side across our centralized campuses and research facilities, united by a shared purpose to advance the boundaries of drug discovery and development.



Focused Portfolio

At Incyte, we recognize the transformative power of research to drive scientific innovation and shape the future of medicine. Our portfolio is organized around three core franchises—Hematology, Oncology and IAI—where our scientific expertise can deliver the greatest impact. In 2025, as we advanced a robust pipeline of novel and first-in-class therapies, we reached significant milestones in clinical development and regulatory approvals, highlighting our momentum in innovation and continued focus on critical patient needs. By year-end 2026, we expect to have regulatory submissions and potential approvals across four assets, fourteen pivotal clinical trials underway and multiple pivotal data readouts, further demonstrating the breadth and depth of the Incyte pipeline. To learn more about our pipeline and portfolio, visit <https://incyte.com/what-we-do/pharmaceutical-portfolio>.



OUR PORTFOLIO¹

16 Molecular Targets

19 Clinical Compounds

10 Approved Products

Nearly 40% of revenue was reinvested into research and development in 2025.

¹As of May 4, 2026

Celebrating Scientific Excellence: Science Day 2025

In October 2025, we welcomed local employees to our annual Science Day at Incyte’s Wilmington, Delaware campus, an all-day event celebrating the groundbreaking research taking place across the company. The program featured remarks from company leadership, as well as oral presentations and poster sessions that enabled employees to showcase their work and exchange ideas. The day concluded with awards for the top four oral presentations, recognizing the exceptional talent and innovative spirit that drive our organization forward.

Clinical development pipeline

THERAPEUTIC AREA	PROGRAM	INDICATION(S)	CLINICAL PROOF OF CONCEPT	PIVOTAL
Hematology	Axatilimab CSF-1R	1L cGvHD (+ ruxolitinib)		
		1L cGvHD (+ steroids)		
	INCA033989 mutCALR	CALR-mutated ET (2L)		
		CALR-mutated MF (1L)		
		CALR-mutated MF (2L)		
	INCB160058 JAK2 V617F	JAK2 V617F-mutated MPNs		
INCA035784 mutCALRxCD3 bispecific	CALR-mutated MF, ET			
Tafasitamab CD19	1L DLBCL			
Oncology	INCB123667 CDK2	PROC		
		Ovarian (1L maintenance)		
	INCB161734 KRAS G12D	PDAC (G12D-mutated)		
INCA33890 TGFβR2×PD-1 bispecific	MSS CRC			
Inflammation & Autoimmunity (IAI)	Ruxolitinib cream JAK1/JAK2	HS (mild/moderate)		
		HS (moderate/severe)		
	Povorcitinib JAK1	PN (moderate/severe)		
		Vitiligo (moderate/severe)		
		Asthma		

1L, first-line; GVHD, graft-versus-host disease; CALR, calreticulin; ET, essential thrombocythemia; 2L, second-line; MF, myelofibrosis; MPNs, myeloproliferative neoplasms; PV, polycythemia vera; DLBCL, diffuse large B-cell lymphoma; PROC, platinum-resistant ovarian cancer; PDAC, pancreatic ductal adenocarcinoma; MSS CRC, microsatellite-stable colorectal cancer; HS, hidradenitis suppurativa; PN, prurigo nodularis.

PARTNERSHIPS

We continuously push the boundaries of scientific discovery in treatment development, recognizing that collaboration is key to unlocking the full potential of our science. By cultivating strategic partnerships with companies, universities and research institutions, we amplify our collective impact and accelerate progress toward breakthrough treatments. Incyte supports independent research that advances our understanding of disease and the study of our products.

We provide investigational products and/or financial support for Investigator-Initiated Research in key therapeutic areas, followed by a standardized review and funding process in line with applicable laws and regulations. All interactions with study investigators are conducted in accordance with legal requirements and ethical standards. To foster knowledge-sharing and patient-centered innovation, we pursue alliances with leading universities and companies and continuously evaluate opportunities that can expand our pipeline, geographic reach or technological capabilities.

In this pursuit, we engage with partners who share our commitment to improving patients' lives. See our most recent [Annual Report on Form 10-K](#) for a complete list of our partnered programs.



Clinical Trials

Clinical trials are essential to developing medicines that can meaningfully improve patient outcomes. We conduct trials to evaluate treatment impacts and rely on volunteer participants to advance our research. Consistent with applicable laws, regulations and ethical guidelines, we work to broaden access and reduce barriers to participation.

Clinical Trial Ethics and Safety

The safety of participants in our clinical trials comes first.

Incyte-sponsored studies are designed and conducted in accordance with the International Council for Harmonisation (ICH) Good Clinical Practice (GCP) Guidelines, the principles of the World Medical Association Declaration of Helsinki, and all applicable legal and regulatory requirements in the locations where clinical trials are conducted.

Before a trial begins, we have procedures in place to carefully analyze existing data to assess potential benefits and risks. We incorporate safeguards into our protocol design, including informed consent and ongoing safety monitoring. We are also embedding health literacy principles into consent forms and participant-facing materials to enhance understanding and improve the overall trial experience. From the

outset, we also consider the needs of vulnerable populations, including pediatric and pregnant participants, where appropriate, and follow all applicable guidelines and regulations to support their safe participation.

Employees and external partners involved in conducting our trials receive routine training on GCP, regulatory requirements, and Incyte's internal processes. Ongoing trials are subject to independent oversight by an institutional review board, ethics committee and/or research ethics board, which may include doctors, statisticians, community advocates and others. These groups review and approve the trial protocol, participant materials and any modifications to help ensure participant rights and safety are protected throughout the duration of the trial.

In addition to external oversight, Incyte maintains internal governance to monitor trial execution,

review emerging safety data and ensure compliance with our framework and regulatory expectations. We also routinely conduct internal and external audits to ensure our practices meet or exceed applicable regulatory requirements and current best practices. We provide mechanisms for participants, caregivers and healthcare professionals to raise questions or concerns

throughout the course of a trial. Finally, we have processes in place to support continuity of care after a clinical trial ends. Where laws and regulations permit, participants who continue to benefit from an investigational product may be able to receive continued access through approved mechanisms. We also support access to other therapies to promote continuity of care.

137
ongoing clinical trials

21
new trials

15
completed trials

4,190
clinical trial sites

50
countries

Clinical Trial Transparency

We ensure transparency in our research by publicly reporting clinical trial results—positive or negative—on clinicaltrials.gov in the U.S., in other relevant registries, at medical meetings and in peer-reviewed journals in a timely manner.

As we work to transform treatments for cancer and other diseases, we believe it is our responsibility to keep both the scientific and patient communities informed about our research. To that end, we aim to publish clinical trial results within 18 months of the last participant completing a study. Our [Clinical Trial Transparency, Data Sharing and Disclosure Practices](#) policy provides more detail on our commitments for maintaining transparent, responsible and fully compliant research practices.

Patient Engagement

At Incyte, we provide educational resources and support to patients, caregivers and healthcare professionals involved in or considering our clinical studies. We have developed initiatives

to engage trial participants and their caregivers, offering tools and content that help them make informed decisions about participation.

Our [Incyte Clinical Trials](#) website allows patients and caregivers to explore different aspects of clinical trials and learn about how we design studies to address patient needs safely and effectively. The site offers an intuitive, easy-to-navigate experience with tools that help patients find relevant clinical trials.

We also work closely with our standing Patient Council—a group of patients and caregivers representing multiple disease areas—to gather insights that help optimize the patient experience in clinical trials. In 2025, the Council expanded to 20 members and participated in 14 engagements spanning Hematology, Oncology and IAI. These activities, along with digital tools and social listening, provide additional patient insights that inform our study teams and trial designs.

Beyond the Patient Council, we engage with Patient Advocacy Groups and Patient Advocacy Organizations to incorporate patient and caregiver perspectives tailored to each program. In 2025, this included advisory boards in the

pediatric and adolescent space to ensure these perspectives were meaningfully reflected in trial planning.

Clinical Trial Diversity

Incyte is a global organization committed to developing medicines for people of all genders, ages, races and ethnicities. Representation in our clinical trials is essential for understanding and treating diseases. The more diverse the participants, the better our researchers can assess how people from different backgrounds respond to treatments.

Our goal is to ensure that trial participants more accurately reflect the real-world populations affected by the diseases we study. In response to studies showing that certain groups in the U.S. are underrepresented in clinical research², we have made increasing racial and ethnic diversity in our trials a priority.

iDIRECT (Incyte Diversity, Inclusion, Representation and Equity in Clinical Trials)—a sub-committee of our Inclusion Committee—first established an organizational baseline for

diversity readiness, laying the groundwork for a comprehensive clinical trial diversity training program and a roadmap to guide implementation across the organization. Since then, our planning processes have become more standardized across drug development, integrating a deeper understanding of disease epidemiology into trial design.

We continue to identify and address barriers to participation through protocol design, site and principal investigator diversity efforts and participant support services. Community outreach programs further help build trust, reduce participation barriers and ensure equitable access to clinical research opportunities.



²https://nap.nationalacademies.org/resource/26479/Report_Conclusions.pdf

Protecting Patient Safety and Product Quality

Protecting patients is at the core of what we do and requires both a strong pharmacovigilance program and a robust Quality Management System (QMS). Across the product lifecycle—from clinical development through commercialization—we maintain controlled processes, training and oversight to support compliance with applicable Good Practice (GxP) requirements, prioritizing patient safety while ensuring the consistent manufacture, distribution and ongoing monitoring of our therapies.

Patient Safety

The safety of patients who use Incyte products is central to the activities of Global Pharmacovigilance and Risk Management (GPRM). From clinical development through post-market surveillance, we monitor, evaluate and communicate the safety and benefit-risk profiles of our investigational and commercial products.

To support this objective, our Global Risk Management and Safety Surveillance team, under the leadership of the Division Vice President of Global Pharmacovigilance and Risk Management, oversees our global safety governance model, which provides a structured, cross-functional framework for identifying,

assessing and managing safety risks across the product lifecycle. Defined escalation pathways ensure potential safety signals are reviewed at multiple levels of the organization, with ultimate accountability residing with our Chief Medical Officer at the executive level.

We maintain robust pharmacovigilance systems which supports the intake, processing and regulatory reporting of adverse event information in compliance with applicable local, regional and global requirements. Our process for monitoring regulatory intelligence information on a global basis ensures that we comply with applicable requirements in more than 50 countries around the world.

Members of GPRM are key participants in regulatory inspections and audits conducted to ensure adherence to Good Pharmacovigilance Practice (GVP) and GCP standards.

We reinforce this framework through required training for all employees and relevant representatives, as appropriate to their roles, fostering a culture of safety, accountability and regulatory compliance.



Product Quality

Developing safe, effective products is critical to our ability to *Solve On* for patients, and quality underpins every stage of our work. To support this commitment, we maintain a comprehensive QMS, overseen by our Vice President of Global Quality Assurance and implemented by our Global Quality team.

Our QMS comprises the organizational structure, policies, processes and digital systems that govern activities across the product lifecycle, enabling continuous improvement and compliance with applicable regulatory standards. These standards encompass Good Laboratory, Clinical, Manufacturing, Distribution and Pharmacovigilance Practices.

All Incyte employees receive GxP training appropriate to their roles. New employees receive foundational GxP training during onboarding, while employees engaged in GxP-related activities receive periodic, role-specific training to support continued compliance.

Incyte maintains a defined management escalation process for quality events and incidents that may impact patient safety, product quality or data integrity. This process outlines clear investigation steps, escalation pathways and response actions, including notifications to relevant stakeholders and health authorities as required and implementation of appropriate field actions, when warranted. Related decisions are governed through a cross-functional committee chaired by Quality Assurance and composed of senior management representatives including Quality, Regulatory and Pharmacovigilance functions.

SUPPLIER QUALIFICATION AND AUDITS

Ensuring our business partners share our values and operate responsibly and ethically is critical. We incorporate these expectations into our supplier qualification and oversight processes for GxP-relevant activities. We expect all partners and third parties, including service providers, suppliers and subcontractors, to comply with applicable laws and regulations of the regions where they operate and to uphold the standards and expectations reflected in our [Code of Business Conduct and Ethics](#).

Because GxP activities we outsource directly affect our ability to deliver safe and effective products, we verify all partners involved in these processes through a formal vetting framework:

- 1 Initial due diligence
- 2 Qualification based on applicable regulatory requirements and our QMS
- 3 Ongoing compliance evaluation using Quality Risk Management principles

All Incyte suppliers engaged across the product lifecycle, from discovery to post-market surveillance, are required to follow GxP standards. In accordance with our QMS, we conduct routine supplier audits, implementing additional controls based on the criticality of outsourced GxP activities and associated risk.

Supply Chain Security and Product Integrity

Incyte implements a Global Supply Chain Security & Product Integrity program to safeguard patient safety and protect the integrity of our medicines across the supply chain through centralized oversight of product security activities. In 2025, we applied a risk-based approach to assess our product portfolio and geographic footprint.

All commercial product packs are marked with a unique 2D barcode to support traceability from manufacturing to dispensing. This serialization is reinforced with anti-counterfeiting and tamper-evident features designed to verify authenticity and detect potential interference.

We conduct online and market monitoring to identify product security risks, with findings reviewed and used to guide prioritization and follow-up actions. The program is structured around four pillars: prevention, detection, investigation and response. Suspected product security incidents are assessed by the Global Supply Chain Security & Product Integrity team in coordination with relevant internal stakeholders. Confirmed cases are escalated to Incyte's cross-functional Falsified Drug Product Committee and Management Review Board for further review and action.

Incyte also engages in external collaboration efforts, including membership in the Pharmaceutical Security Institute, to support industry-wide information sharing. In the event of an issue, processes are in place to notify internal stakeholders, business partners and authorities as required, consistent with regulatory obligations and patient safety considerations.

Access to Medicine

We aim to ensure Incyte's medicines are accessible to eligible patients who need them. For investigational products, we accomplish this through clinical trials, offering resources for patients as they navigate their treatment journey and assisting with access through our compassionate use programs. For approved medicines, we facilitate access by responsibly pricing medicines based on their value to patients and society while also providing support programs such as IncyteCARES and Opzelura On Trac™.

Expanded Access and Compassionate Use

We understand that some patients with serious or life-threatening diseases may not be eligible for clinical trials or lack alternate treatment options. In such cases—subject to review and approval based on our [Policy on Compassionate Use](#)—we may elect to provide individual patients with access to investigational products outside of a clinical trial setting. We can accomplish this through expanded access pathways, such as single-patient investigational drug applications or on a named patient basis.

Access to Approved Medicines

We believe it is our responsibility to help eligible patients access our approved medicines and support legislation that would reduce out-of-pocket costs and remove barriers to accessing innovative medicines. In the U.S., we have supported—and will continue to support—policies that expand access by lowering patient out-of-pocket costs, as well as policies that promote access to innovative medicines and provide patient protections and guardrails regarding the utilization management practices that can impede timely access to medicine.

Over
400,000
patients were treated
with medicines
commercialized by
Incyte in 2025.

Increasing Global Patient Access

UNITED STATES

Our IncyteCARES program, supported by nurses, clinicians and patient access coordinators, helps eligible patients in the U.S. before and during applicable treatment with Jakafi® (ruxolitinib), Pemazyre® (pemigatinib), Opzelura® (ruxolitinib) cream, Monjuvi® (tafasitamab-cxix), Zynyz® (retifanlimab-dlwr) and Niktimvo™ (axatilimab-csfr).

For patients prescribed Opzelura, we also offer Opzelura On Trac™, a patient support program providing tools and resources throughout the treatment journey, including guidance on obtaining, using and affording prescriptions and refills.

Both programs connect eligible, commercially insured patients with copay and coinsurance savings programs and provide free product assistance for eligible patients who are uninsured, underinsured or experiencing temporary coverage delays. They also offer reimbursement support through benefit verifications and deliver clinical education to help patients understand their conditions and use their medicine properly. To learn more, visit our dedicated [IncyteCARES](#) or [Opzelura On Trac](#) websites.

~280,000
patients were assisted
through our U.S.
patient support and
copay assistance
programs in 2025.

INTERNATIONAL SUPPORT

Incyte supports patients in countries outside of our direct footprint through partnerships with local pharmaceutical companies that create access via marketing authorization registration and established governmental reimbursement.

The Max Foundation Partnership

Our European team partners with The Max Foundation to donate Iclusig® (ponatinib) to patients in Eastern Europe and Central Asia. Since 2018, this collaboration has provided access to treatment for 475 patients from 15 countries where Iclusig would otherwise be unavailable.

Patient Education and Awareness

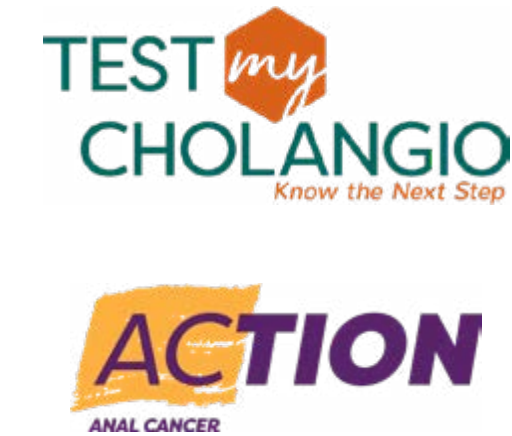
Patients living with diseases in Incyte's focus areas often face challenges accessing information and connecting with others who share their experience. We're committed to supporting these individuals and their support systems with helpful resources throughout their treatment journey and offer programs designed for the conditions where our therapies are approved across Hematology, Oncology and IAI. Incyte designs and provides resources in compliance with applicable requirements to support disease education and informed discussions with healthcare providers.

Patient Support Resources (U.S.)

HEMATOLOGY



ONCOLOGY



IAI



Ways we deliver support include:

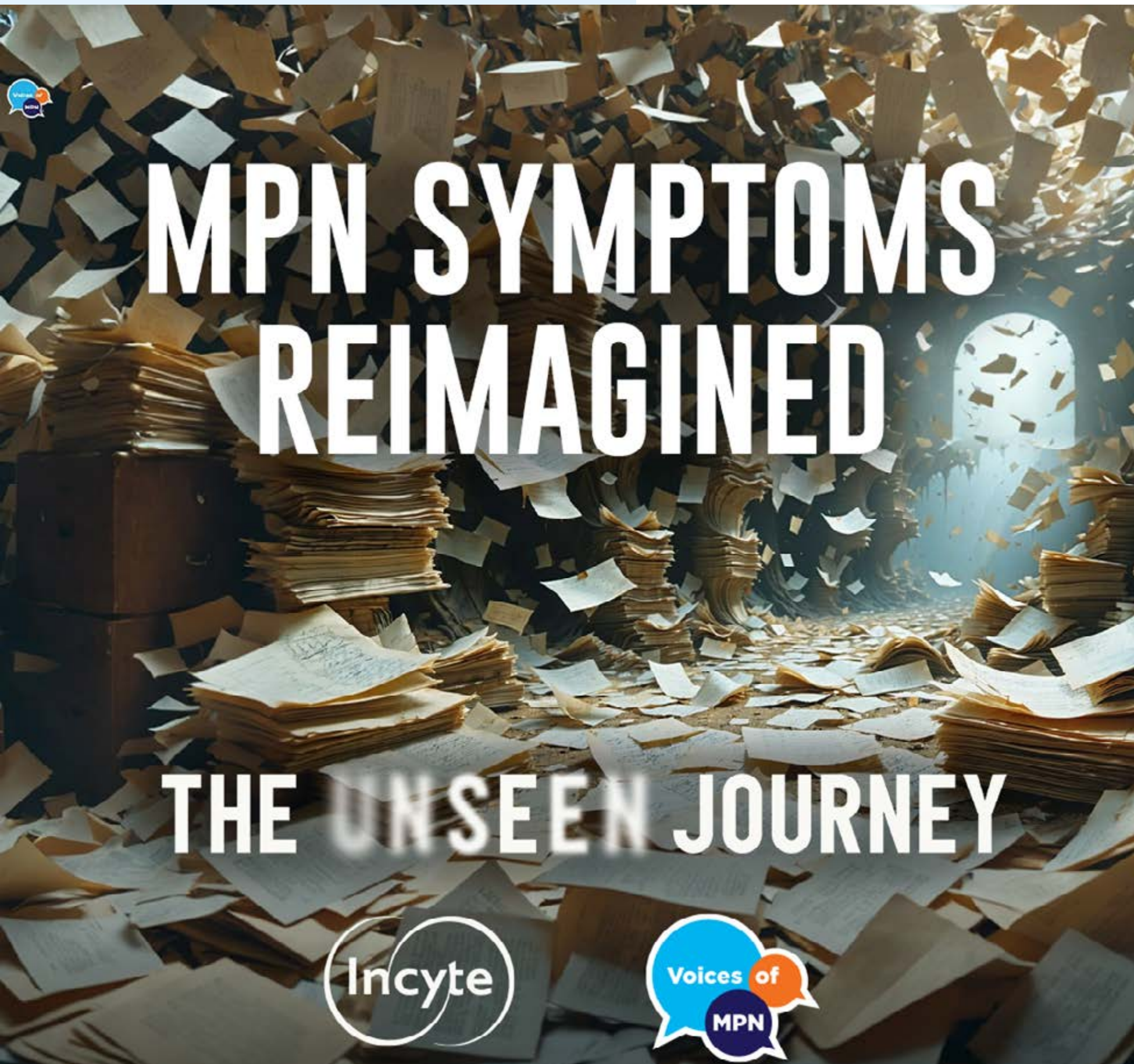
Partnering with patient advocacy organizations to understand lived experiences and to support unmet needs

Developing programs that elevate patient voices and help foster open dialogue

Providing disease education websites, awareness campaigns, and downloadable tools

Offering grant and recognition programs that fund patient-centered innovation initiatives and recognize community leadership

2025 Patient Education and Awareness Highlights



Hematology

THE MPN VISUALAIZER

As an extension of The Unseen Journey program, the MPN VisualAizer used AI to transform written descriptions of myeloproliferative neoplasm (MPN) symptoms into vivid, 360-degree images, to help patients more clearly convey what they are experiencing to family, friends and healthcare teams. Hosted on TheUnseenJourney.com, the interactive tool included a patient-generated image gallery that allowed users to explore and learn from the symptoms and experiences of others. To amplify its 2025 launch, Incyte hosted an MPN Creator Lab, bringing together patients and healthcare professionals to engage with the MPN VisualAizer and share their unique symptom graphics across social channels.

CENTERING THE FL PATIENT EXPERIENCE

As part of Incyte's expansion into follicular lymphoma (FL), in 2025, we convened an advisory board of patient advocacy groups in the U.S. to learn about the experiences of patients living with FL. Insights from the panel informed earned and social media and sponsored content initiatives focused on the importance of goal-oriented conversations between patients and their healthcare providers, helping to ensure treatment aligns with individual lifestyles and needs.

Outside of the U.S., Incyte also convened an advisory board of 10 European and Canadian patients and patient advocates to garner insights around unmet needs and challenges for FL patients, including resource gaps and communication opportunities, with the objective to align on collaborative, actionable ways to help address key challenges. We learned that FL patients face significant emotional distress due to the cyclical nature of remission and relapse, in addition to fears of disease progression. FL patients benefit from treatment plans tailored to their personal goals and aspirations, clear and timely information relevant to their phase in the FL journey to fully understand treatment options and expected outcomes, and empowerment to express their treatment preferences. As a result of these learnings, we partnered with the Lymphoma Coalition, an umbrella organization representing more than 90 lymphoma patient groups worldwide, to draft a whitepaper on the current state of shared decision-making in follicular lymphoma. This paper will be published in 2026, highlighting the current status, expectations and gaps that need to be addressed in lymphoma treatment and care.

Oncology

ANAL CANCER AND SQUAMOUS CELL ANAL CARCINOMA (SCAC)

In 2025, Incyte launched [Analcancer.com](https://www.analcancer.com), a website designed to support patients and reduce the stigma surrounding SCAC. The site provides tools to help people with anal cancer—including those with squamous cell carcinoma of the anal canal—speak openly with healthcare providers and loved ones at all stages of the disease.

To strengthen this initiative, we assembled an advisory board of patient advocacy groups to learn about the experiences of people living with SCAC. On Rare Cancer Day, drawing upon input from advocacy partners, patients and SCAC experts, Incyte launched *Let's Talk Anal Cancer (LTAC)*—a program aimed at normalizing candid conversations about anal cancer and addressing embarrassment that can delay diagnosis or isolate patients from critical social support.

The program features patients—anal cancer “thrivers”—sharing personal stories, modeling open dialogue and providing critical information on risk factors, symptoms and the patient journey. Program messaging reached more than

10.4M people and inspired more than 423,000 individuals to visit [Analcancer.com](https://www.analcancer.com). Advocacy groups also shared LTAC materials and relevant Incyte news with their communities via social media to keep patients informed and engaged.

Additionally, we brought together a diverse group of stakeholders in Europe to learn more about the anal cancer patient experience. These sessions underlined the many unmet needs of these patients and resulted in the establishment of an ad hoc coalition of diverse patient groups dedicated to raising awareness of anal cancer and tackling the stigma associated with it. The coalition’s name, ASAP, which stands for Anal Cancer Support and Advocacy Partners, also speaks to the urgency of its mission. The group, comprising Incyte, the Anal Cancer Foundation (ACF), Digestive Cancers Europe (DiCE), European Network of Gynaecological Cancer Advocacy Groups (ENGAGe), NO TABOO, and 1 in 5, developed an awareness campaign titled “The Last 3 cm Matter.” The campaign

highlights that while many people understand the importance of gut health, the final three centimeters of the average human digestive tract, despite being crucial, are often overlooked due to shame or embarrassment. The coalition recognizes the urgent need to overcome this stigma to save the lives of those who are at risk of developing anal cancer. The campaign launched in March 2026 alongside both HPV and Anal Cancer Awareness Days.

The ASAP coalition will also be co-authoring a paper with Prof. Dr. Stefan Böck, a prominent oncologist based in Germany, that will be submitted as a manuscript to the Current Perspectives section of the European Journal of Cancer and as a poster at ESMO-GI. The paper follows the SCAC patients’ pathway, who are often disregarded or misdiagnosed. The objective is to raise awareness among HCPs of the common symptoms and treatment pathways to result in quicker diagnosis and treatment.



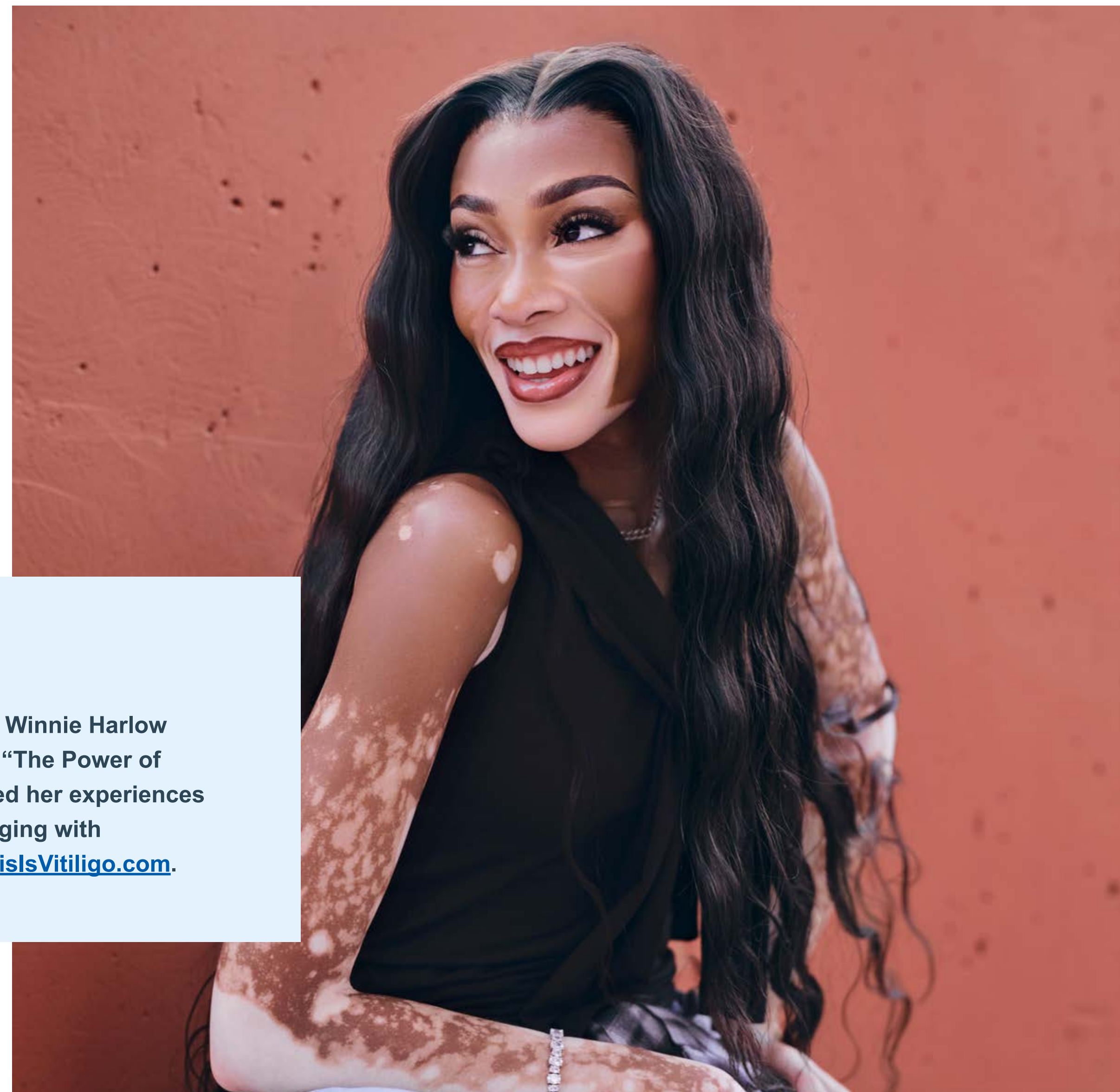
Inflammation & Autoimmunity (IAI)

EXPANDING THE INCYTE INGENUITY AWARDS TO HIDRADENITIS SUPPURATIVA (HS)

In 2025, Incyte launched the [Incyte Ingenuity Awards \(IIA\) in Hidradenitis Suppurativa \(HS\)™](#), a program designed to fund innovative, patient-centered initiatives addressing unmet needs across the HS journey. The inaugural theme, “Empowering Patients on their HS Journey,” guides the first round of awards, which will be granted at two levels—up to \$35,000 and up

to \$100,000. Applications will be evaluated by a panel of respected members of the HS community, ensuring that selected initiatives reflect the priorities and perspectives of those directly impacted.

This new addition complements existing IIA programs in GVHD and Vitiligo.



The Power of Choice with Winnie Harlow

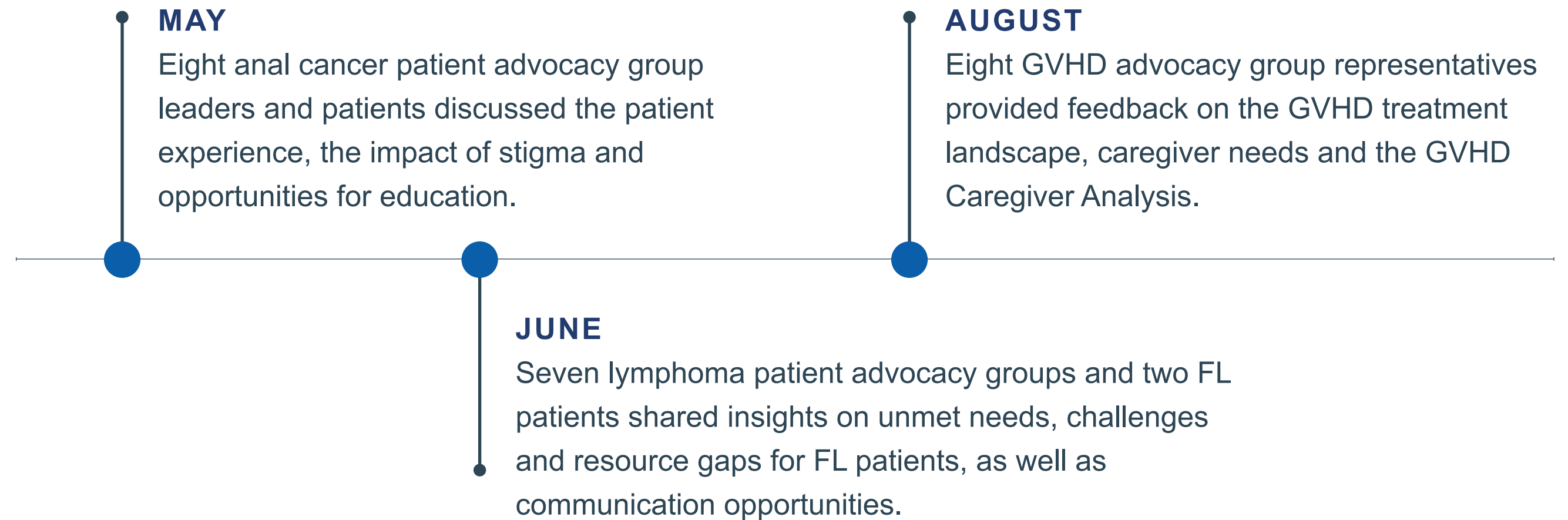
In 2025, we announced our partnership with world renowned supermodel and beauty entrepreneur Winnie Harlow — one of the most recognizable people living with vitiligo — to raise awareness of vitiligo through “The Power of Choice” campaign. In the videos, Winnie reflects on how misconceptions about vitiligo have shaped her experiences and identity. She also emphasizes the importance of people learning about the condition and engaging with healthcare professionals and choosing for themselves how they manage vitiligo. Learn more at [ThisIsVitiligo.com](#).

Patient Advocacy

Incyte partners with patient advocacy organizations to address unmet patient needs, close education gaps and develop programs that help patients access the best individualized care. In 2025, our teams engaged with a variety of patient organizations, spanning Hematology, Oncology and IAI. Through patient advocacy advisory boards, we listened to patients' experiences and gathered insights to inform and shape our initiatives.

We also showcased these efforts during our 2025 Global Town Halls, where patients shared their experiences with Incyte employees, helping employees worldwide connect their daily work to the real lives impacted by the treatments we develop.

In 2025, the U.S. Oncology Communications & Patient Advocacy team hosted three patient advocacy advisory boards:



Inaugural U.S. Dermatology Patient Advocacy Summit

In September, we hosted our first Incyte Dermatology U.S. Patient Advocacy Summit at our Wilmington, Delaware campus, bringing together 18 advocacy leaders across AD, vitiligo and HS to collaborate, learn and share best practices. The summit featured presentations on Incyte's legacy, pipeline and dedication to the AD, vitiligo and HS communities, along with educational sessions and breakout discussions covering policy advocacy, funding best practices and upcoming programs.



Community

Incyte is on a mission to *Solve On* and caring for others shapes how we bring that mission to life, starting with our employees and extending to the patients, caregivers and communities we serve.

The Incyte Involved program guides our giving strategy through three key initiatives: the Incyte Charitable Giving Foundation, our Community Service Program and our Matching Gifts Program. This focused approach ensures our philanthropy addresses critical community needs while also supporting the causes our employees care about most.



Incyte Charitable Giving Foundation

The Incyte Charitable Giving Foundation (“the Foundation”) helps make a difference in our Delaware communities, especially in Wilmington, home to our global headquarters. The Foundation partners with publicly funded 501(c)(3) tax-exempt nonprofit organizations that serve their communities in two focus areas—Oncology Patient Support and Resources and Community Partnerships. In 2025, the Foundation contributed over \$1 million to more than 50 local causes, supporting community efforts to provide essential services, financial aid and other assistance.

Cancer Care Assistance Fund for Delaware

To help make care more manageable for cancer patients in our community, Incyte contributes annually to the Incyte Cancer Care Assistance Fund for Delaware (ICCAFDF), which provides critical support to local patients, caregivers and family members facing financial hardships due to cancer. In 2025, we increased our annual contribution to \$300,000.

Through ICCAFDF’s partnership with Cancer Support Community Delaware, a statewide nonprofit that provides assistance, education and hope to those affected by cancer, our funding helped nearly 170 individuals cover rent or mortgage payments, utilities, medical bills, transportation and other essential living expenses.



Community Service Program

Giving back is part of our culture, and we encourage our employees to make a difference in their communities. Through our Community Service Program, we offer all employees eight hours of paid volunteer time each year to support their chosen causes. In 2025, more than 1,200 individuals dedicated close to 6,000 hours to volunteer work, creating a meaningful impact around the world.

EMPLOYEE VOLUNTEER RATE

2021	2022	2023	2024	2025
3%	11%	34%	46%	43%

Matching Gifts Program

Matching employee donations to meaningful causes strengthens our sense of community and deepens our engagement. Incyte matches employee contributions to eligible nonprofits, dollar for dollar, up to \$2,000 per year—amplifying our impact and expanding our support for the causes that matter most to our employees. Looking ahead, we will continue to find ways to empower employees to care for the world around them.



Incyte matched approximately

\$425,000

in employee giving to over 650 charities in 2025.

IN 2025, WE HOSTED OUR FIRST-EVER GLOBAL ANNUAL GIVING TUESDAY, WITH EVENTS AT INCYTE LOCATIONS ACROSS THE GLOBE.

At our U.S. offices, employees assembled 3,000 hygiene care packages supporting Code Purple 2025–2026.

Employees at our Swiss locations prepared holiday presents for children experiencing socio-educational challenges.



In Japan, employees wrapped gifts for women and children affected by domestic violence.

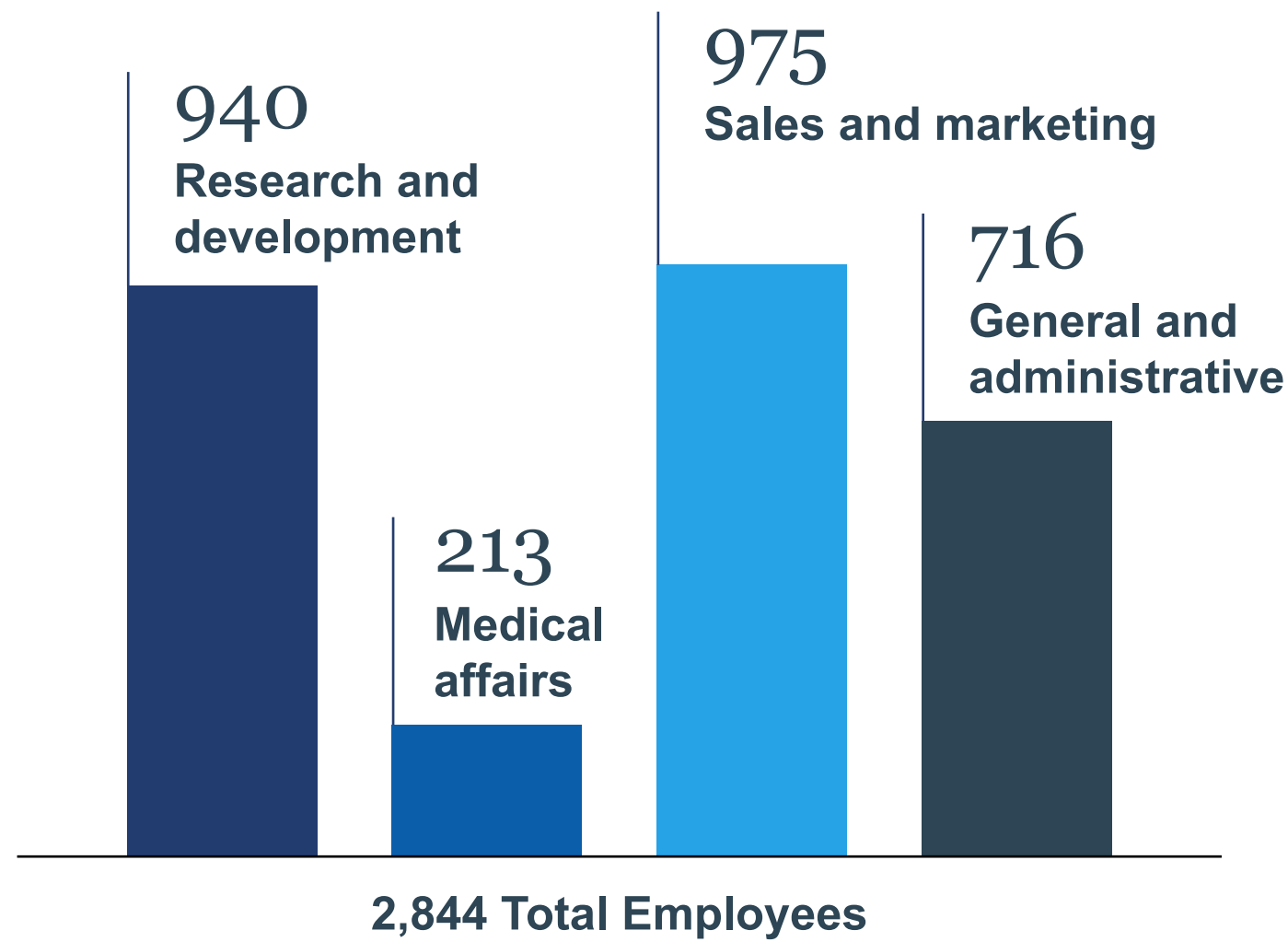
People

At Incyte, every employee plays a role in advancing solutions that improve the lives of patients, many of whom are waiting for solutions that cannot come fast enough. That urgency shapes how we work together. Our shared sense of purpose fuels deep collaboration across teams, encourages leadership at all levels and creates an environment where people feel valued, energized and accountable for making a difference.

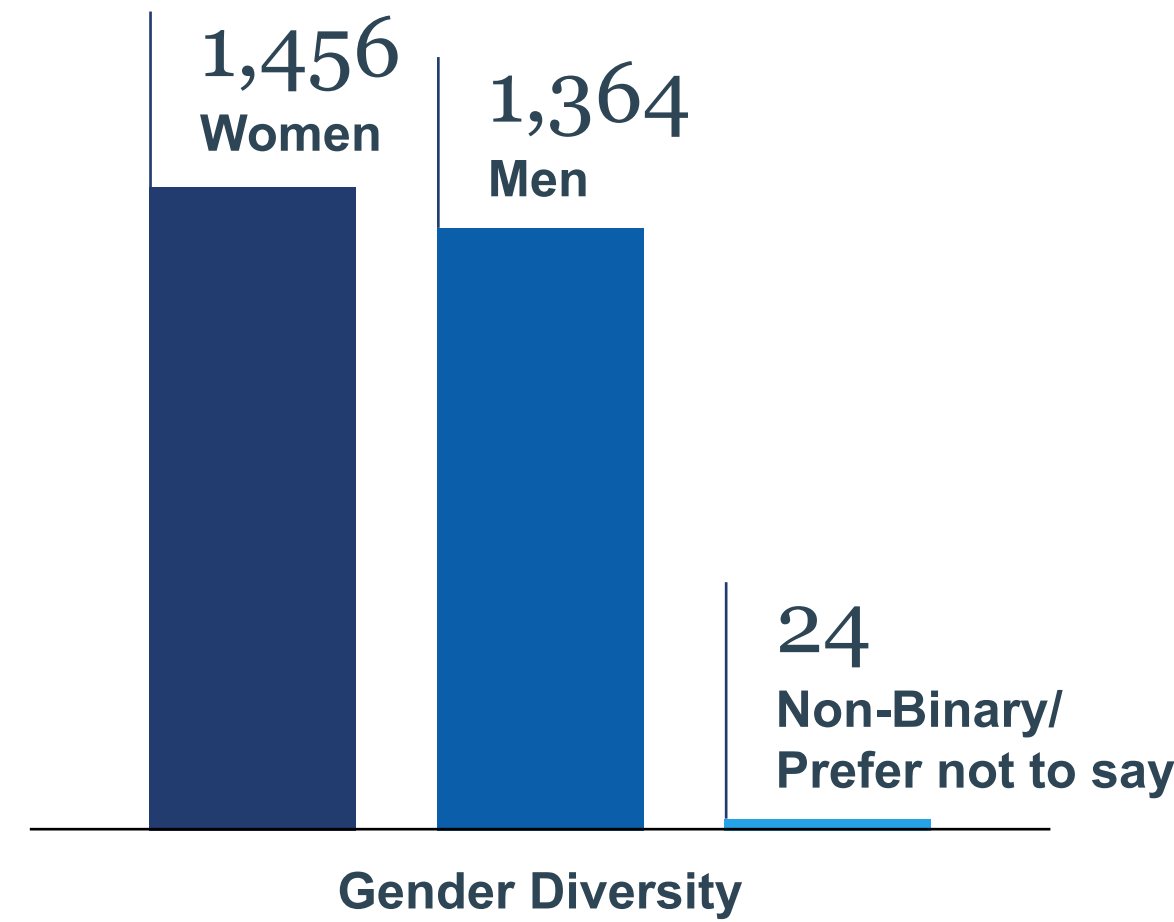
That collective commitment is strengthened by the diversity of expertise, experience, and perspectives across our company. By bringing these perspectives together in an inclusive, high-performing culture, we accelerate scientific innovation, improve patient outcomes and enable our employees to grow, contribute and thrive.



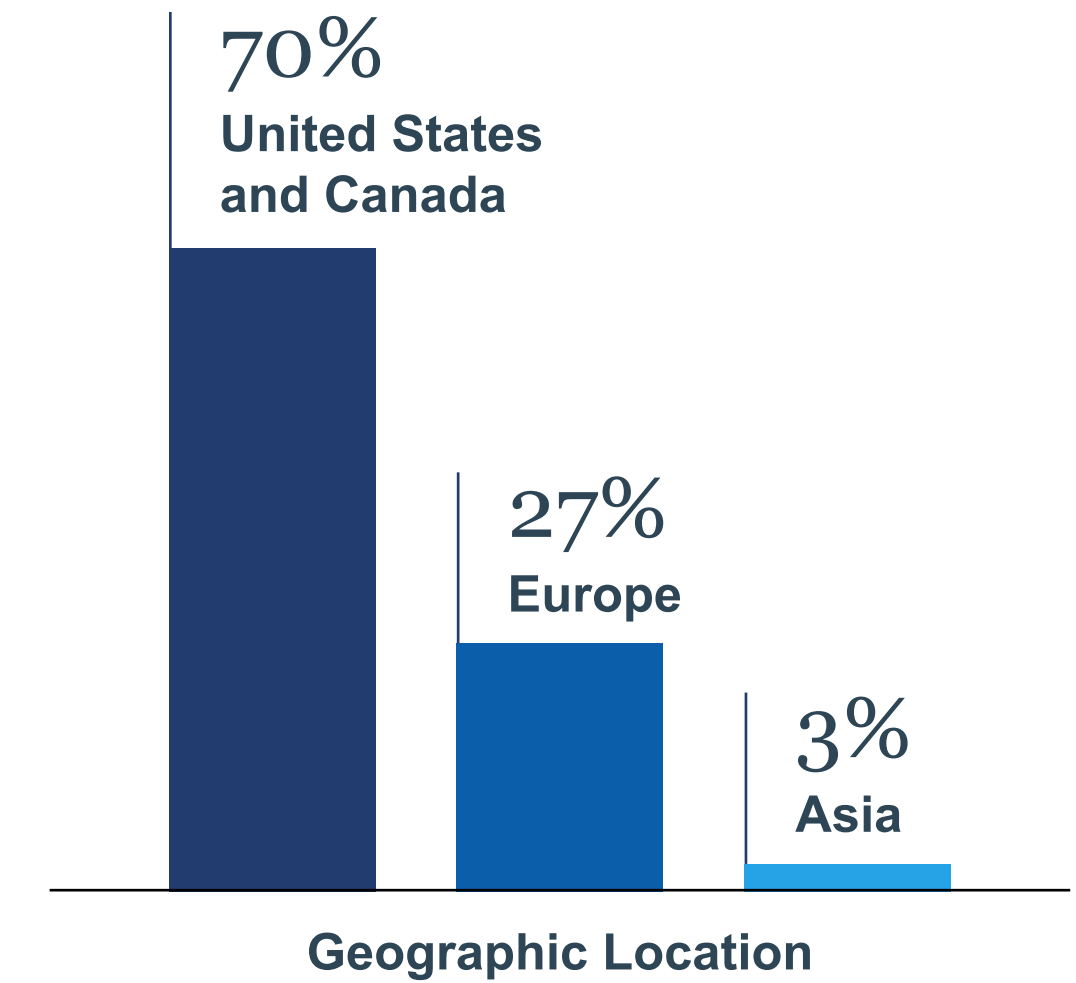
Our Employees



Gender Diversity



Geographic Location



As of December 31, 2025



Awards and Recognition

In 2025, our global team received numerous awards recognizing our best-in-class workplace.



Science Magazine

Ranked #3 among the 2025 Top Employers, marking our eighth consecutive year in the top five and recognized for our innovation, employee loyalty and culture of respect



Newsweek

Ranked #35 on the 2025 Top 100 Global Most Loved Workplaces list

Newsweek

Named one of America's Greenest Companies for a third consecutive year



Best Practice Institute

Ranked #14 on America's Most Loved Workplaces 2025, up 12 spots from 2024

Newsweek

Named one of America's Greatest Workplaces for Inclusion & Diversity

A Collaborative Culture

At Incyte, innovation is not confined to a function or a role, it is a shared responsibility. From our newest hires to our Executive Leadership Team, we believe the best ideas can come from anywhere, and we are intentional about creating space for those ideas to surface and be heard.

Our Executive Leadership Team (ELT) plays a visible role in setting this tone. Through regular engagement, including monthly ‘Ask Me Anything’ sessions, New Hire events and quarterly Global Town Halls, leaders share progress, discuss priorities and invite open dialogue with employees at every stage of their career. These moments are designed not only to inform, but to listen, challenge thinking and strengthen connection across the company.

In 2025, we completed our first-ever global employee engagement survey, achieving an 80% response rate. The results provided clear direction, highlighting three priority areas: strengthening communicating about our strategy and future direction; enabling career growth and greater collaboration; and enhancing tools, resources and decision-making.

In response, Incyte leadership developed targeted action plans that are currently being implemented across the company. For example, to enhance transparency and dialogue, we launched our monthly “Ask Me Anything” series in 2026, providing employees with direct access to members of our ELT and local leaders. We are committed to continuing this cycle, among others, of listening and action, with plans to repeat the survey regularly to ensure ongoing feedback and continuous improvement.



Professional Development

Career growth at Incyte is collaborative, intentional, continuous and employee-driven. Through Incyte Careers, we equip employees to build skills, take ownership of their development and prepare for new opportunities across the organization. In 2025, we expanded our offerings with a focus on flexibility, accessibility and impact—supporting employees at every stage, whether strengthening capabilities in their current role or preparing for what’s next. Our innovative and inclusive culture reinforces this approach, creating an environment where every team member can contribute at a high level while advancing their own professional journey.

Employee Development

To support employees as they learn and grow, we provide virtual and classroom training, microlearning, continuing education, mentorship and rotational programs grounded in an employee-owned and manager-enabled approach. Employees take the lead in shaping their development, while managers provide the guidance, feedback and opportunities that help turn ambition into progress.

In 2025, we continued offering leadership development training to all new U.S.-based hires,

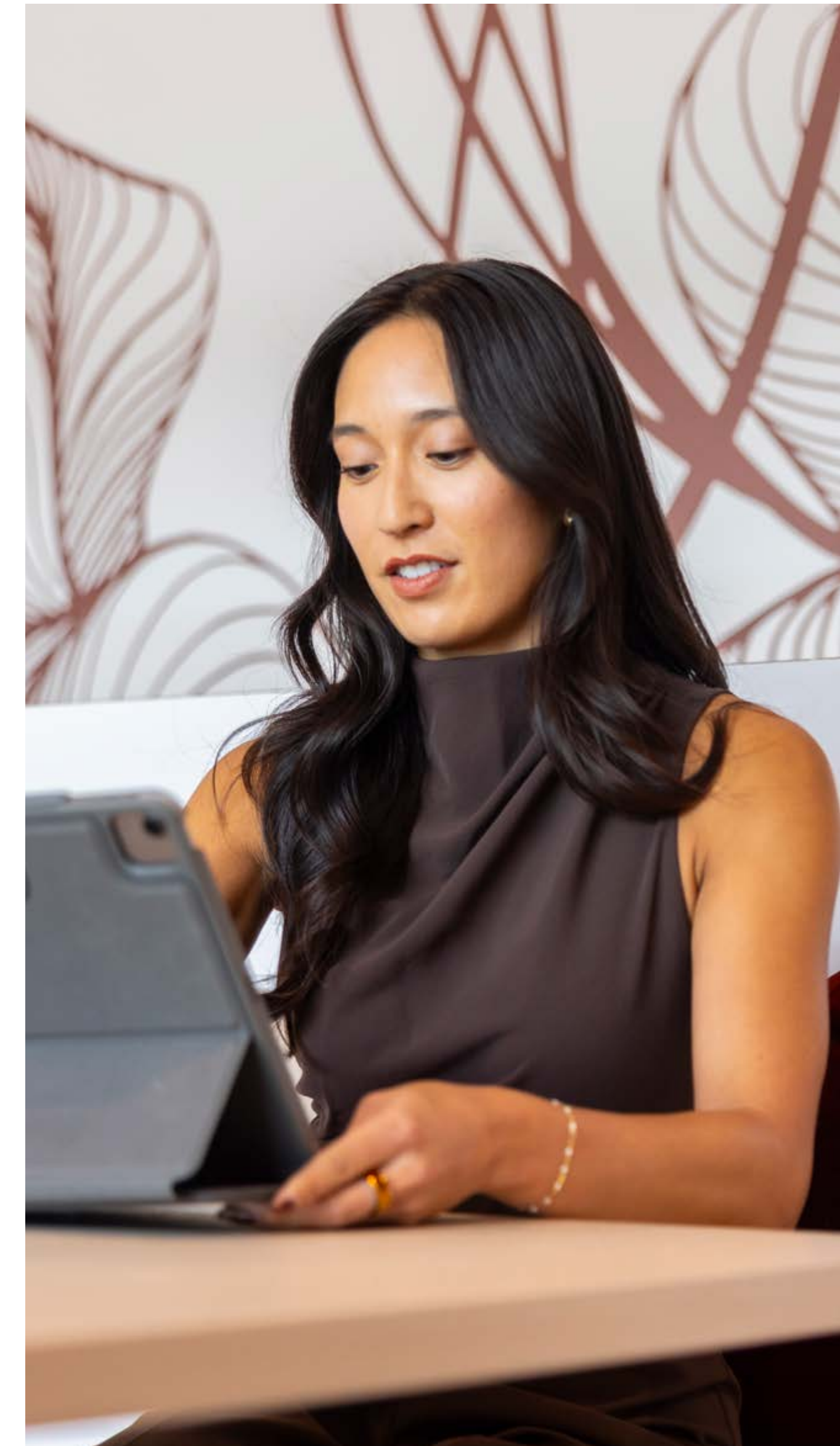
newly hired and recently promoted managers and employees with leadership potential. We also offered skills-building workshops, such as Emotional Intelligence and Insights Discovery, to enhance communication and collaboration across teams. Across North America, our E.D.G.E. (Empowerment, Development, Growth, Engagement) mentorship program connects employees with internal and external leaders for networking and career guidance. In other regions, selected managers participated in leadership training focused on people management and stakeholder engagement, while team effectiveness and engagement workshops supported strengthening team dynamics and collaboration. We also expanded our global Manager Masterclasses in 2025, covering seven distinct topics over 21 sessions, with approximately 170 leaders attending per topic, reinforcing the role of managers in enabling employee growth.

Also in 2025, we introduced a cross-functional job shadowing opportunity focused on fostering organizational understanding and an entrepreneurial mindset. Employees proactively identify a role of interest and spend up to two days shadowing that position. The program enables career exploration and increases

cross-functional collaboration, while also reinforcing our employee-owned and manager-enabled approach.

In addition to programmatic and experiential offerings, all Incyte employees have access to tuition reimbursement for advanced degrees and additional coursework. In the U.S. and Europe, employees working 30 hours a week or more are eligible for annual reimbursement of up to \$5,000 for a bachelor’s degree, \$8,000 for a master’s and \$10,000 for a doctorate.

Building on employee feedback from our first global engagement survey, which identified learning and career development as a key area for improvement, we are reimagining our programs beyond traditional region- and department-specific initiatives to create globally accessible learning opportunities. By investing in development at this scale and encouraging employees to take ownership of their career paths, we aim to strengthen both our people and our business for the future.



Performance Management

Incyte's success depends on our people, the strength of collaboration and the impact employees make every day. As our employees grow and develop, Incyte is better positioned to achieve our goals and drive innovation. In 2026, we introduced Performance in Action, our refreshed approach to performance management, designed to foster meaningful conversations, support continuous growth and strengthen alignment between company strategy and day-to-day work.

Performance in Action is structured around three stages:

PLAN

Set clear, meaningful goals and establish priorities for the year ahead

CONNECT

Maintain alignment and support through ongoing check-ins and feedback

REFLECT

Evaluate both what was achieved and how it was achieved

This supportive and collaborative approach to performance management enhances the experience by encouraging regular coaching conversations between managers and employees, emphasizing individual strengths and development priorities and connecting individual goals with strategic outcomes for the company.

Internal Mobility and Career Growth

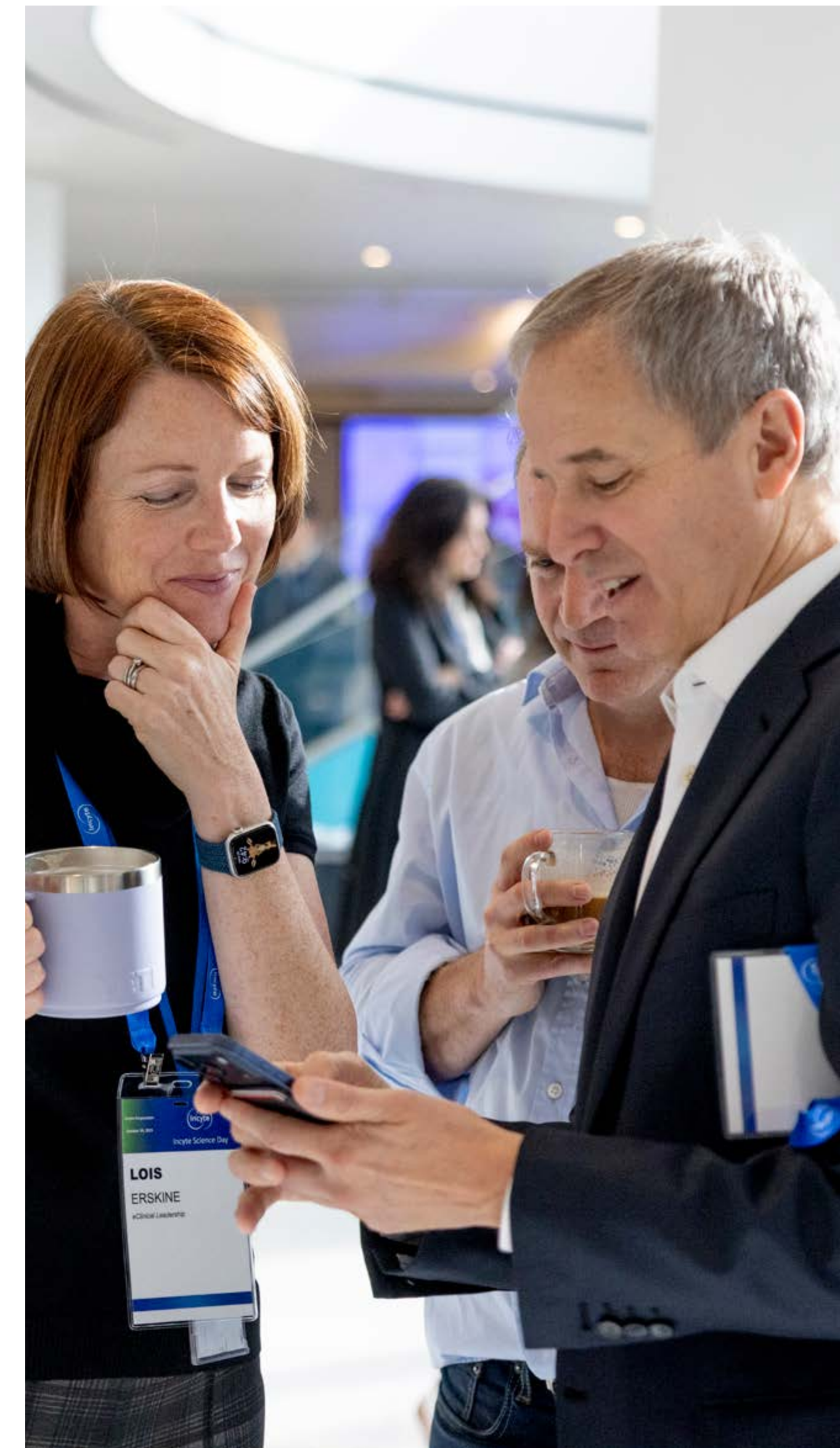
We cultivate a strong internal talent pipeline by creating opportunities for employees to grow within their roles and advance their careers. By regularly informing global employees of open and newly posted positions through monthly job opportunity emails, we increase visibility into growth opportunities and support internal mobility and promotion across the company.

Early Talent Recruitment

We partner with universities near our Wilmington, Delaware campus to help develop the next generation of talent through co-op programs that provide college students with valuable training while creating early recruitment opportunities. For example, we partner with Saint Joseph's

University in Philadelphia, Pennsylvania to sponsor a two-year fellowship in Medical Information and Medical Affairs for PharmD and PhD graduates. The program provides hands-on industry experience while developing scientific communication, leadership and therapeutic-area expertise. We also host "Incyte Days" at local universities, giving students insight into our work and inspiring interest in careers at Incyte.

In 2026, we expanded our internship program to increase the number of interns we support each year. Through applied learning and mentorship, these programs help students build skills and explore career pathways in the life sciences.



Compensation and Benefits

We are committed to providing competitive compensation and comprehensive benefits that enable every Incyte employee to thrive both professionally and personally. Our total rewards package is designed to support employees and their families in maintaining overall well-being, achieving work-life balance, planning for retirement and reducing financial stress.

From day one, all global employees are eligible to participate in our Annual Cash and Equity Incentive programs. Full-time employees and those working at least 20 hours per week are also eligible to participate in our Employee Stock Purchase Plan.

We review our compensation and benefits offerings annually to ensure they remain competitive and responsive to the evolving needs of our workforce.

Equitable Compensation

Fair and consistent pay practices are central to how we support and retain our workforce. We benchmark compensation against a defined peer group and the broader life sciences market, reviewing base salaries and pay ranges annually to reflect market dynamics and evolving business needs. Across our global operations, we also seek to ensure that employee compensation meets or exceeds applicable living wage standards.

As part of our annual compensation review process, we conduct pay equity assessments across gender, ethnicity and race.³ Compensation is evaluated by our HR team by role, taking into account external market competitiveness and internal equity, to identify any differences not explained by factors such as performance, experience or recent promotions. Where we identify unexplained disparities, we take prompt corrective action.

³We conduct ethnic and racial equity analysis in the U.S. only.

⁴Statistics provided by Incyte benefits provider.



Competitive Health Benefits

We offer low-deductible plans and cover 100% of full-time employee premiums for individual healthcare coverage in the U.S. Employees pay nothing for individual healthcare coverage and only 5% of premiums for family medical coverage. This level of investment distinguishes Incyte within the biotech industry, where 95% of companies require employee contributions for individual coverage and employees pay an average of 19% toward family healthcare premiums.⁴ Details of our full U.S. benefits program are available on [our website](#).



Enhancing Flexibility and Well-being

We updated our global Work from Office policy to further support well-being and work-life balance. Employees in eligible roles may now work from home up to two days per week, increasing flexibility from the previous four-day in-office requirement. This change reflects our ongoing efforts to create a supportive and inclusive workplace while sustaining strong collaboration, engagement and performance.

Benefits

We offer comprehensive benefits that support the needs and well-being of our global workforce. We take a data-driven approach to evaluating and enhancing our offerings, drawing on global benchmarking, utilization data and employee feedback to inform our decisions. Through surveys, direct feedback channels and ongoing dialogue, we gather insights that help us refine our programs and ensure they remain competitive, relevant and responsive to evolving employee needs.

In the U.S., our benefits program ranks among the strongest in the biotech industry and includes a healthcare plan with a low deductible and a \$10 copay for medical office visits, counseling services and prescription drugs. Incyte covers 100% of plan costs for full-time employees and 95% for part-time employees working at least 20 hours per week.

We also prioritize mental wellness through our global Employee Assistance Programs (EAPs) and regionally tailored initiatives such as site-specific campaigns and benefit offerings. While EAP services have long been available in the U.S., we recently expanded access to employees in Europe and Asia. In certain regions, including parts of Asia, we tailor language and programming to reflect cultural context, focusing on areas such as stress and anxiety reduction, mindfulness and meditation to encourage engagement and reduce stigma.

Inclusion

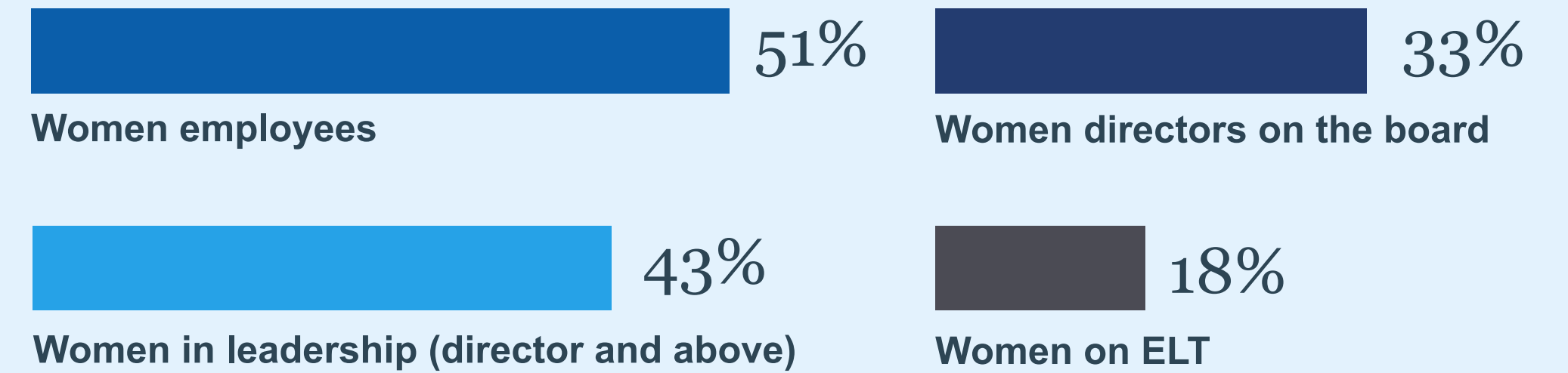
Developing best-in-class solutions for our patients requires a collaborative, innovative and inclusive culture. Our merit-based hiring process enables us to attract candidates who align with our values and build high-performing teams where every individual can contribute at their highest potential.

By embracing the diverse abilities, experiences, perspectives and backgrounds of our employees, we strengthen our ability to accelerate innovation and advance treatments for patients with critical, unmet medical needs. Our Inclusion Committee in the U.S. guides our inclusion strategy, and we reinforce these commitments in our global [Code of Business Conduct and Ethics](#).

Our ELT includes leaders with a range of experiences and backgrounds that support our commitment to inclusion and innovation. As of December 31, 2025, 22%⁵ of the ELT self-reported as racially or ethnically diverse.

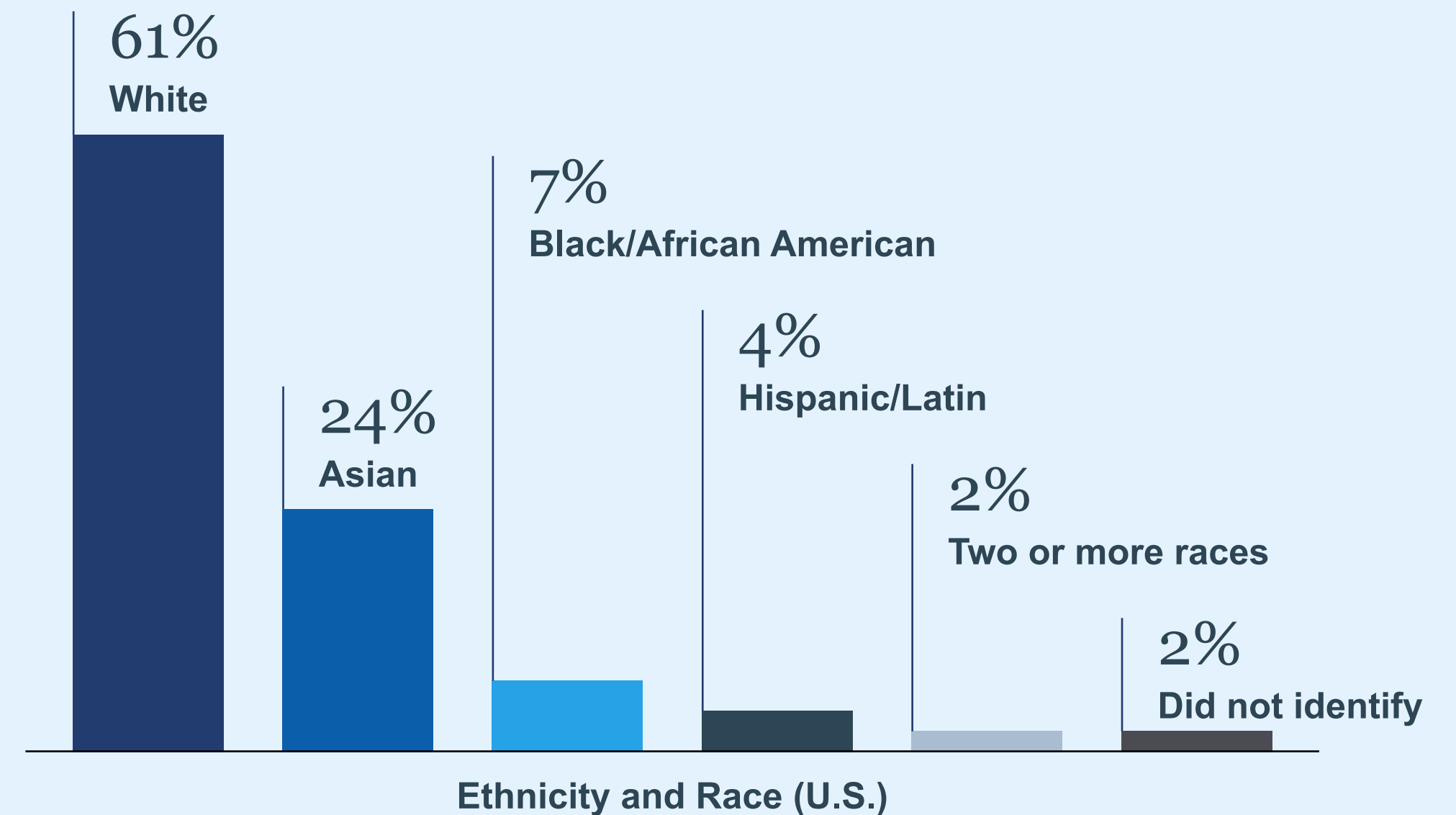
Gender (Global)

As of December 31, 2025, 51% of our global workforce were women, 43% of our global leadership positions⁶ were filled by women, and women represented 18% of positions on our ELT.



Ethnicity and Race (U.S.)

As of December 31, 2025, 39% of our U.S. workforce self-reported as non-white, a proportion comparable to the 2020 U.S. Census data from the State of Delaware (41% non-white⁷), where our global headquarters are located. Race or ethnicity data are not collected for employees outside the U.S.



⁵Two of our 11 ELT members were located outside of the U.S., and therefore are not included in these statistics.

⁶Includes Director-level employees and above.

⁷Statistic calculated using the Census Bureau's interactive data visualization tool, subtracting Delaware's 2020 "White alone, not Hispanic or Latino" population from the total population of Delaware.

Safety and Wellness

At Incyte, every employee and contractor shares responsibility for reducing risk, preventing injuries and maintaining a safe and healthy workplace. Our strong safety culture is embedded in how we operate, and our ELT provides the resources needed to support this commitment.

We adhere to Environmental, Health and Safety (EHS) regulatory requirements and continually work to enhance our EHS management systems and performance. Across our U.S. and Swiss facilities—including our Bioplant in Yverdon-les-Bains—we implement safety management systems aligned with

international standards and best practices. Our incident prevention strategy includes regular inspections, near miss reporting, safety training and standard operating procedures.

At our Bioplant facility in Yverdon, we uphold rigorous site-wide and group specific safety Key Performance Indicators (KPIs) to protect employees and contractors. Contractors here are required to follow their established own safe operating procedures and carry out risk assessments for planned work. The site remains committed to achieving zero injuries by adhering to these standard operating procedures.

	2022	2023	2024	2025
Lost Time Incident Rate (LTIR) ⁸	0.17	0.45	0.22 ⁹	0.08
Total Recordable Incident Rate (TRIR) ⁸	0.43	1.23	1.10 ⁹	0.50
Fatalities	0	0	0	0



Strengthening Safety Through ISO 45001

In 2025, the Bioplant—our only manufacturing facility—achieved International Organization for Standardization (ISO) 45001 certification, reinforcing our commitment to protecting employee health and safety through a robust, independently validated occupational health and safety management system.

This milestone complements the site’s ISO 14001 and ISO 50001 certifications, reflecting an integrated approach to operational excellence across safety, environmental management and energy performance.

⁸Incident rates calculated using 200,000 as the multiplier.

⁹Figure updated due to availability of additional data.

EHS Training

We provide safety training as part of employee onboarding. Laboratory and manufacturing employees receive job-specific instruction covering potential hazards, including proper waste handling. Laboratory employees also undergo regulatory-focused training when hired, whenever their job responsibilities change and on a recurring annual basis.

To reinforce workplace safety, we conduct regular safety walkthroughs and promptly address identified hazards. In the U.S. and Switzerland, we track incidents and near misses to help prevent future EHS events. For large scale chemistry reactions, we perform hazardous reaction reviews and provide guidance to mitigate associated risks.

Emergency Preparedness

We implement crisis protocols and preparedness measures to maintain safe and effective operations during an emergency at our U.S. facilities. All new office-based employees in the U.S. and Switzerland receive emergency response training, and we ensure trained staff certified in CPR and first aid are available to respond in medical emergencies. At our Wilmington campus, backup systems protect critical equipment, refrigerators and freezers containing important samples, allowing essential work to continue during power outages.

Our Global Technical Operations team requires the Quality Assurance and Supply Chain teams to routinely review business continuity and crisis management preparedness plans with key commercial suppliers. Additionally, our manufacturing site maintains a disaster recovery plan for IT systems and relies on emergency generators and built-in redundancies to prevent potential outages.

Well at Work

Our ergonomics program helps employees maintain physical comfort and reduce strain while on the job. Personalized, adaptive equipment—including standing desks, customized lighting solutions, adjustable monitor arms and prescription safety glasses for lab and production employees—supports a safe and comfortable work environment. We promote ergonomics through a combination of assessments, digital health tools, checklists and informational resources, ensuring employees have the guidance and support they need to work safely, efficiently and sustainably.



Environment

As an industry leader that understands the profound connection between environmental integrity and public health, our commitment to patient well-being includes setting robust environmental goals, implementing solutions to achieve them and promoting transparency to inspire broader positive change.



Environmental Targets and Progress

As Incyte expands globally, we are focused on minimizing our environmental impact and advancing our sustainability initiatives. In 2021, we set a series of environmental targets, including an overarching goal of operational carbon neutrality for Incyte's Scope 1 and 2 emissions by the end of 2025. Over the past year, we have continued to make progress on these objectives, even amid significant organizational growth and change. We are committed to transparent reporting on our progress and continue refining our sustainability strategy as our business evolves.

In addition to our long-term corporate targets, we established a 2025 annual ESG goal tied to executive compensation: to quantify all relevant Scope 3 greenhouse gas (GHG) emissions. This work helps us better understand our global emissions footprint and inform future environmental initiatives. Learn more about this goal in the Scope 3 Emissions section on page 39.

Target	Progress
Achieve operational carbon neutrality by the end of 2025	We continue to reduce our Scope 1 and 2 emissions through green building certifications, operational improvements, renewable energy initiatives and the transition of our leased sales fleet to electric vehicles (EVs) and hybrids. From 2019 through 2024, we have purchased and retired carbon credits to offset our remaining calculated Scope 1 and 2 market-based emissions, and we plan to do the same for 2025, completing this target. We recognize that carbon credits are a transitional measure and that further emissions reductions are needed to minimize our footprint.
Attain Green Globes Certification for the recently constructed Building 1815 at our Global Headquarters	Following completion of Building 1815 at our global headquarters, we worked with the Green Building Initiative (GBI) ¹⁰ to participate in the 2021 GBI Existing Buildings pilot program. The building became the first to receive Green Globes Certification through the program and earned three out of four Green Globes.
Report under the Task Force on Climate-related Financial Disclosures (TCFD) Framework¹¹ by 2023	This report's Appendix includes our fourth TCFD disclosure.
Complete transition of sales fleet to hybrid and EVs by 2025	When we set this target in July 2021, Incyte's global leased sales fleet consisted of approximately 450 vehicles. Since then, our portfolio of approved products has expanded, along with our sales force and global footprint. As a result, our global fleet has grown to more than 700 vehicles across North America and Europe. This growth, combined with vehicle availability challenges during the COVID-19 pandemic that affected new driver onboarding and lease renewals, prevented us from fully achieving our 2025 goal. As of January 1, 2026, approximately 87% of our fleet consists of hybrid or electric vehicles. Transitioning the entire fleet remains a priority as part of our broader effort to reduce our environmental footprint.

¹⁰An international nonprofit organization, GBI evaluates building efficiency related to electricity, waste, water and other features.

¹¹The TCFD (Task Force on Climate-related Financial Disclosures) has developed recommendations for voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders. Despite the disbanding of TCFD, we continue to reference TCFD for consistency with our published goals.

Environmental Oversight

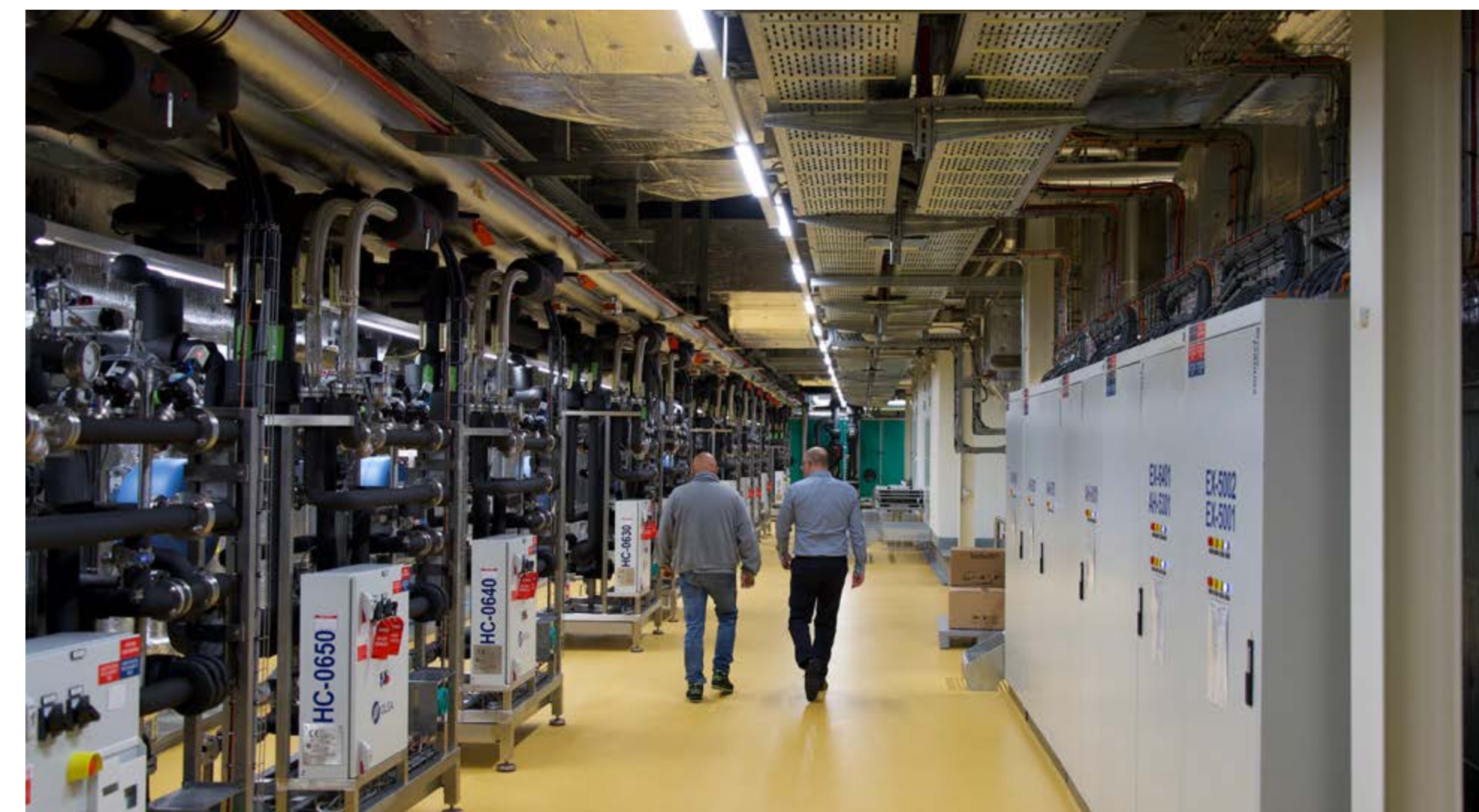
Incyte's full Board of Directors provides oversight of our ESG strategy, including targets and initiatives designed to reduce our environmental impact. Specific Board Committees focus on key aspects of our ESG program, including those related to the environment. For example, the Audit Committee oversees enterprise risk management, while the Compensation Committee monitors compensation-related goals and progress against them. At the management level, our CEO and ELT lead the company's global responsibility initiatives and provide updates to the Board. At the site level, each Incyte location takes responsibility for reducing its emissions, water use and waste generation.

Environmental Management System

We maintain Environmental Management Systems (EMS) for our U.S. facilities and Swiss Bioplant that outline processes and procedures to monitor and reduce environmental impacts. Our EMS align with international standards, including all required and recommended management system documents and their implementation. The EMS facilitate compliance with environmental regulations,

corrective actions for continual improvement and internal training and awareness programs to ensure employees understand their roles and responsibilities.

In our commitment to measuring environmental metrics and monitoring performance, our EHS teams conduct regular reviews and inspections that consider the impacts of our systems and processes, especially those related to waste and wastewater. We also receive periodic inspections by local regulatory authorities to verify compliance.



In 2025, Incyte's Bioplant received its first-ever ISO 14001, ISO 45001 and ISO 50001 certifications. This milestone highlights our commitment to environmental stewardship, occupational health and safety, and energy management best practices.

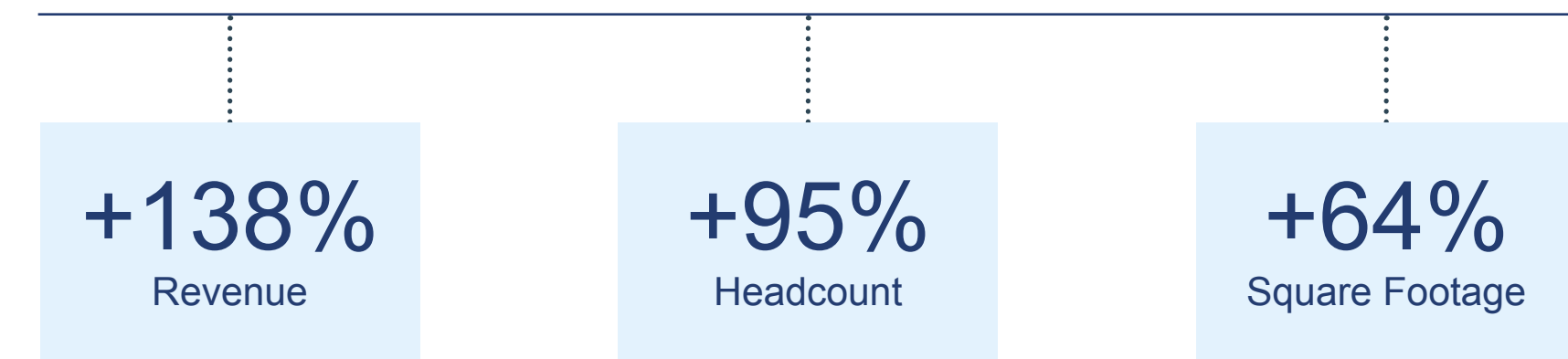
Emissions Reduction¹²

Since establishing our 2019 baseline, we've taken meaningful steps to reduce absolute Scope 1 and 2 emissions, even as our square footage, employee headcount and revenue have grown.

Key efforts include sourcing renewable energy and enhancing energy efficiency across our owned facilities. Additionally, as we transition our sales fleet to hybrid and fully electric vehicles, we also provide free EV charging at our facilities to support employees who choose cleaner commuting options.



Growth since 2019



Emissions intensity reduced



Since 2019, Incyte has:

+60% increased workplace space

nearly doubled its workforce

~140% revenue growth

all while reducing Scope 1 and 2 market-based emissions intensity

¹²In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. As of March 2026, Incyte no longer owns these buildings, therefore they are excluded from all metrics in this section.

Scope 1 and Scope 2 Emissions¹³

Metric	2019	2023	2024	2025
Scope 1 emissions (MTCO ₂ e)	4,775	9,351	9,576	8,872
Scope 2 emissions (Location-based) (MTCO ₂ e)	7,450	6,079	6,516	6,709
Total Scope 1 & Scope 2 emissions (Location-based) (MTCO₂e)	12,226	15,429	16,092	15,581
Scope 2 emissions (Market-based) (MTCO ₂ e)	7,451	865	901	877
Total Scope 1 & Scope 2 emissions (Market-based) (MTCO₂e)	12,226	10,216	10,478	9,749
Metric	2019	2023	2024	2025
Scope 1 and Scope 2 market-based emissions intensity (Emissions/\$1M revenue)	5.7	2.8	2.5	1.9
Scope 1 and Scope 2 market-based emissions intensity (Emissions/1K square foot)	20.4	10.8	10.8	9.9
Scope 1 and Scope 2 market-based emissions intensity (Emissions/employee)	8.4	4.0	4.0	3.4

¹³Some total figures may not add up due to rounding. Our GHG Inventory was developed in alignment with the GHG Protocol Corporate Standard.



Energy Reduction at our Facilities

As of April 2026, our owned facilities account for approximately 70% of our total square footage. While these sites represent a significant source of operational emissions, they also provide significant opportunity to lower our Scope 1 and 2 emissions. Our owned footprint includes a Bioplant in Yverdon-les-Bains, Switzerland and three office and research buildings at our Wilmington, Delaware campus (1709, 1801 and 1815). All other facilities are leased.

We focus our emissions strategy on strengthening energy efficiency and expanding renewable energy use. At the Bioplant, an Energy Management team composed of Engineering, EHS and other stakeholders monitors energy consumption, identifies and corrects anomalies and evaluates ways to enhance efficiency. The results are then reviewed during quarterly EHS management reviews, with active participation from site leadership. At the Wilmington campus, our Facilities team conducts quarterly reviews of electricity, natural gas and water use to track performance.

Renewable Electricity

We prioritize renewable energy wherever it is feasible across our operations. At our Swiss locations, all electricity needs are met through a combination of hydroelectric power and onsite solar installations.

At our Wilmington campus, where space constraints limit the ability to install large-scale renewable energy systems, we've purchased renewable energy certificates (RECs) since 2021 to offset 100% of electricity use with off-site renewable resources.

In 2025, our Japan office partnered with its landlord to source renewable energy equivalent to a portion of the office's energy use. Across our global footprint, we continue working with local energy providers to expand access to renewable electricity and integrate cleaner energy sources into our operations.

Energy Consumption – Buildings Only¹⁴

Metric	2019	2023	2024	2025
Total Energy Consumed (Fuels and Electricity) (GJ)	144,333	168,396	184,271	190,625
% Energy from Non-Renewable Fuels (Natural Gas, Propane, Other Petroleum)	41%	47%	45%	45%
% Energy from Electricity	59%	53%	55%	55%
Building Energy Intensity (MMBTU/1k sq. Foot)	228.8	168.2	179.3	184.1

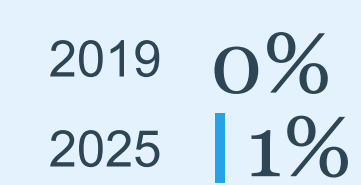
¹⁴Some total figures may not add up due to rounding. Total energy consumed includes onsite solar installations at our Switzerland facilities. It excludes energy consumed by Global Fleet and energy consumed for EV charging.

Electricity by Source

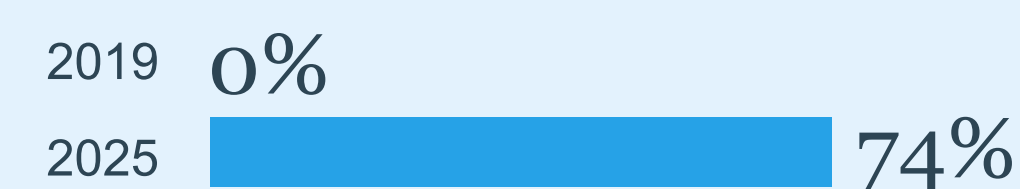
% from grid-purchased electricity (non-renewable)



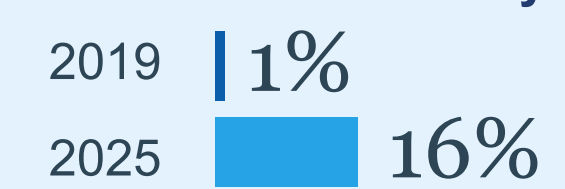
% from on-site solar electricity



% from grid-purchased electricity matched with RECs



% from utility-provided 100% renewable electricity



Emissions Offsets¹⁵

Reducing our carbon footprint is our primary focus, with carbon credits serving as a complementary tool to achieve operational carbon neutrality. Each year, after calculating our GHG emissions inventory for the previous year, we purchase and retire carbon credits to offset our remaining Scope 1 and 2 emissions and meet our target. Through these investments, we've offset 100% of our calculated Scope 1 and 2 market-based emissions from 2019 through 2024. While we continue working to reduce these emissions, we plan to purchase and retire carbon credits again in 2026 to offset our 2025 emissions.

One of our strategies to offset our hard to avoid emissions and contribute to ecosystem resilience is through reforestation. In 2025, we again partnered with Arbor Day Carbon to offset our Scope 1 and Scope 2 market-based emissions from 2024 by purchasing carbon credits from GreenTrees® Reforestation Program. This reforestation and afforestation program in the Mississippi Alluvial Valley is the largest verified reforestation carbon credit program in the U.S.

Scope 3 Emissions

As part of our 2025 goal to fully quantify Scope 3 emissions, we expanded our inventory to include Categories 1, 2, 4 and 12. This broader accounting provides greater visibility into our value chain emissions and will help inform future sustainability strategy and decision-making.

While further progress is needed to limit Scope 3 emissions, several initiatives are already in motion. At our U.S. facilities, 136 charging ports supplied over 618 megawatt-hours (MWh) of electricity to employee vehicles in 2025. At our Wilmington campus, charging is free for employees and supported through REC purchases, reinforcing our efforts to lower emissions associated with employee commuting.

Outside the U.S., we also provide EV charging for employees. In Switzerland, 24 renewable-powered EV charging ports serve our facilities. On-site parking at these locations is limited and allocated using a structured, criteria-based system that considers factors such as commuting distance and travel patterns. Employees are encouraged to carpool and receive priority access to parking when participating in shared commuting arrangements. This Mobility Plan promotes cycling, walking or the use of public transportation and supports shared mobility, helping to reduce emissions associated with employee commuting.

SCOPE 3 EMISSIONS CATEGORIES¹⁶

Metric	2019	2023	2024	2025
Category 1: Purchased Goods and Services				210,936
Category 2: Capital Goods				6,119
Category 3: Fuel- and Energy-Related Activities	2,906	3,830	3,703	3,931
Category 4: Upstream Transportation and Distribution				15,102
Category 5: Waste Generated in Operations ¹⁷	253	360	368	192
Category 6: Business Travel ¹⁸	4,006	4,549	4,806	7,356
Category 7: Employee Commuting ¹⁹	NA	4,185	3,790	3,483
Category 12: End-of-Life Treatment of Sold Products ²⁰				15
Scope 3: Total	7,165	12,924	12,667	247,134

Employee-Driven Green Initiatives

We empower employees to explore process improvements that complement our corporate environmental programs, recognizing the value of their insights and ideas for impact reduction. Our global employee green team, Greencyte, fosters a culture of environmental stewardship by raising awareness on key sustainability issues through internal programming. Formed in 2019, Greencyte works to gather employee input, recommend initiatives and highlight ways to minimize our environmental impact.

¹⁵Because carbon credits involve certain uncertainties, including permanence and verification risks, we rely on officially recognized carbon registries to provide transparency around credit issuance, verification, and retirement.

¹⁶Some total figures may not add up due to rounding. Our GHG Inventory was developed in alignment with the GHG Protocol Corporate Standard. For 2025: Due to data availability, Categories 1, 2, 4 and a portion of Category 6 were calculated using the spend-based method and Cornerstone Sustainability Data Initiative supply chain emission factors. Categories 3, 5, portions of Category 6, 7 and 12 were calculated using activity data. Categories 8, 9, 10, 11, 13, 14, and 15 were evaluated and determined to be not relevant or not significant to Incyte's operations based on available data, operational control, and expected emissions magnitude.

¹⁷2025 emissions were calculated using a combination of EPA and DEFRA emission factors, whereas prior years used EPA emission factors only. This change in methodology may affect year-over-year comparability.

¹⁸2019 represents global air travel only. 2023 and 2024 values include global air, rail, and rental car activity data; air travel emissions were estimated using emission factors published by the EPA. 2025 values include both activity- and spend-based data; air travel emissions were estimated using DEFRA's 2025 emission factors, which may affect year-over-year comparability.

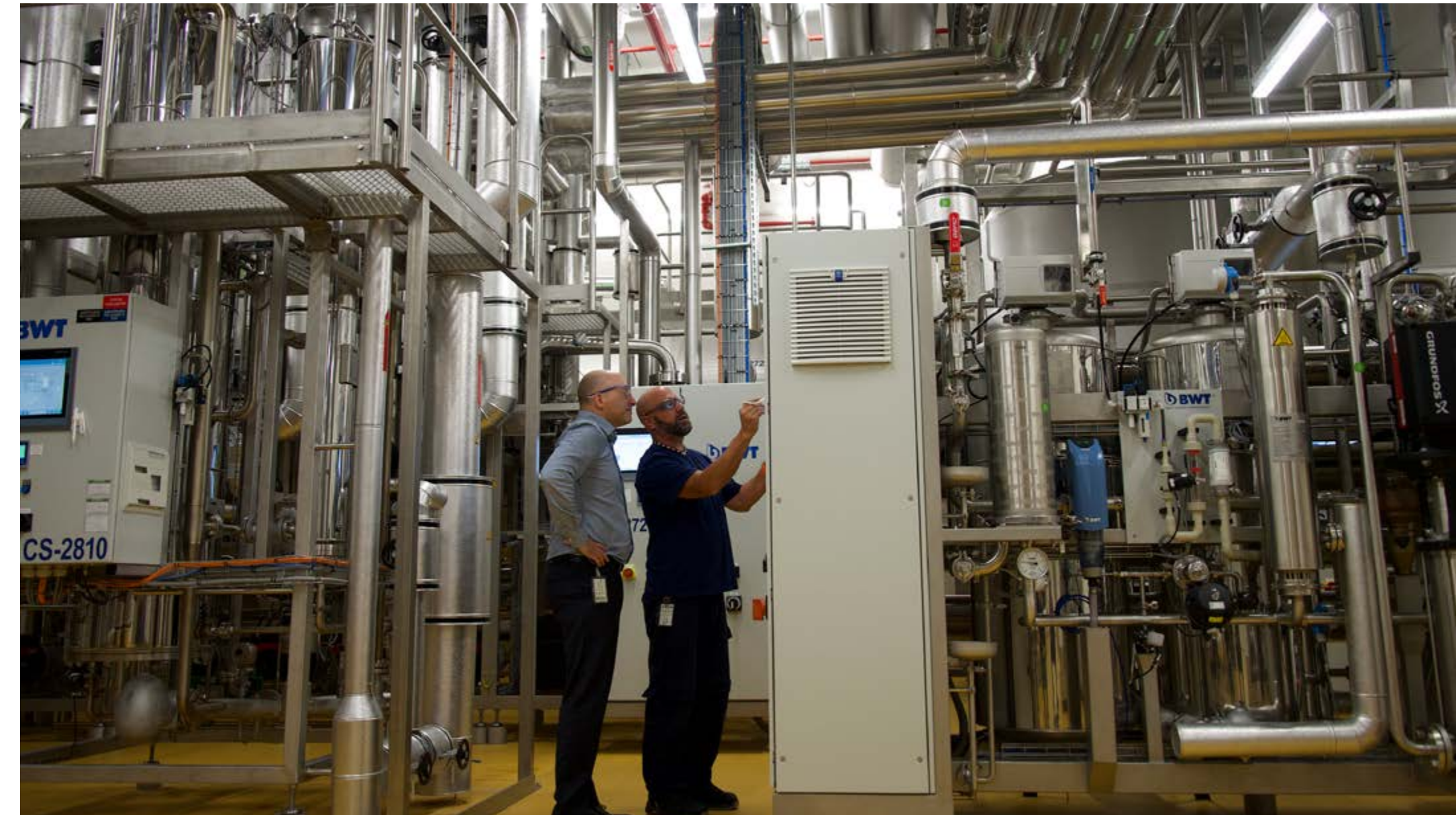
¹⁹Tracking for this category began in 2022.

²⁰This category was estimated using packaging weight and disposal assumptions.

Water Conservation

Across our global footprint, we strive to conserve water. All new and renovated spaces are equipped with motion- and presence-sensor faucets to optimize water use, and at our Wilmington campus, high-traffic areas feature water presence sensors to detect leaks. To manage stormwater, the site uses bio-retention features such as underground detention tanks and porous pavers and asphalt, while green roofs at both our global headquarters and Yverdon Biopant further support storm water management.

We comply with local regulations for wastewater permitting and handling, submitting regular reports to environmental agencies. Employees and contractors who handle chemicals and hazardous materials receive annual training to prevent residue from entering the environment. In the U.S., our research buildings undergo biannual wastewater sampling and annual inspections by local officials to verify compliance.



Water Metrics^{21,22}

	2019	2023	2024	2025
Water Usage (megaliter)	97	146	135	131

We use the World Resources Institute (WRI) Aqueduct Water Risk Atlas Tool²³ to evaluate our operations and identify sites located in regions of high or extremely high baseline water stress. As of December 2025, less than 1% of our total square footage falls within these areas. Although we don't own these sites, we actively seek opportunities to reduce water use wherever possible.

²¹This table includes only reported data for 2019 and 2023, representing approximately 81% and 93% of Incyte's global building square footage in 2019 and 2023 respectively. The 2024 and 2025 values use a combination of reported and estimated data to cover 100% of Incyte's global building square footage. Metrics include leased and owned facilities.

²²In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. As of March 2026, Incyte no longer owns these buildings, therefore they are excluded from all metrics in this section.

²³[WRI Aqueduct](#)

Waste Management

Incyte is committed to reducing waste and managing it responsibly in accordance with all applicable regulations. To further these goals, we minimize raw material use in our operations and repurpose materials wherever feasible to avoid final disposal.

We collaborate closely with our waste vendors and employees to identify opportunities for waste reduction and pollution prevention at our facilities. For example, the Chemical Inventory program at our Wilmington campus enables researchers, laboratories and departments to share chemicals, reducing costs, wait times for chemical orders and overall waste generation. We also encourage recycling wherever possible. Our European headquarters operates a robust waste management program that collects, sorts and recycles 17 material categories.

We prioritize landfill diversion for both non-hazardous and hazardous waste. Non-hazardous waste is sent to a landfill-free waste and recycling facility where it is converted into energy. Hazardous waste is recycled, reused,

fuel-blended or otherwise disposed of at a facility overseen by regulatory authorities. All hazardous waste management at our facilities complies with local and federal regulations.

Employees handling chemicals receive an initial hazardous waste training at hiring and an annual refresher thereafter. Lab employees and Facilities and EHS teams also discuss waste management during regular group safety meetings to reinforce practices and drive improvements.

These initiatives enable us to safely divert materials for reuse, recovery and recycling, and employees are consistently encouraged to collaborate with EHS to identify additional opportunities for environmental stewardship.

Waste Metrics (Metric Tons)^{24, 25}

Metric	2019	2023	2024	2025
Total waste generated	663	1,107	1,014	866
Total waste recycled	326	427	281	209
Total hazardous waste	99	386	337	317
Total hazardous waste incinerated with energy recovery	75%	83%	78%	85%
Total hazardous waste incinerated	25%	17%	22%	15%
Total non-hazardous waste	563	721	672	548
Total non-hazardous waste landfilled	23%	0%	1%	0%
Total non-hazardous waste recycled	58%	59%	42%	38%
Total non-hazardous waste incinerated with energy recovery	19%	41%	57%	60%
Total non-hazardous waste incinerated	0.2%	0.1%	0.3%	2%

2025 Closed-Loop Recycling



Since 2023, we have partnered with a closed-loop recycling company that transforms single-use lab items such as pipette tips and gloves into new, low-carbon lab products. This grassroots initiative started in a few Wilmington campus laboratories and has expanded to multiple groups under EHS oversight.

4,500+ lbs rigid plastic

500+ lbs nitrile gloves

40+ lbs PPE

²⁴This table includes reported data for 2019 and 2023, representing approximately 81% and 93% of Incyte's global building square footage in 2019 and 2023 respectively. The 2024 and 2025 values uses a combination of reported and estimated data to cover 100% of Incyte's global building square footage. Metrics include leased and owned facilities.

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Governance and Risk Management

Strong ethics and good governance are fundamental to creating both long-term value for our shareholders and broad positive impacts for our patients, employees, community and environment. Our Board of Directors sets high standards, guides our business strategy and, as our highest level of oversight, ensures we practice responsible governance.



Corporate Governance

We believe engaged directors with diverse backgrounds are critical for effective oversight. Our Board members bring a wealth of scientific knowledge, extensive industry expertise and a profound commitment to integrity. They're successful, experienced individuals who understand our business and have the skills to foster long-term success. To ensure Incyte has the right Board composition at the right time, we regularly assess our Board of Directors to maintain a mix of perspectives, backgrounds and experience and a complementary balance of new, mid-term and tenured members.



For the fifth consecutive year, we were recognized as a 2025 Champion of Board Diversity by the Forum of Executive Women, with women holding 33% of our Board seats as of December 31, 2025.

ESG Oversight

Incyte's CEO and ELT lead our global responsibility initiatives at the management level and provide updates to various Board committees with oversight responsibilities for specific aspects of our ESG program.

INCENTIVIZING ESG PERFORMANCE

For the fourth year, the Compensation Committee tied our annual incentive cash bonus program for the ELT and all employees directly to the achievement of ESG targets, which we met in 2025:

1

Quantify all relevant Scope 3 greenhouse gas emissions to understand our global footprint and guide future environmental efforts

2

Complete two cybersecurity awareness training sessions for 100% of Incyte employees and contractors to strengthen security posture and enhance user awareness

Risk Management

Although management holds primary responsibility for monitoring and mitigating risk, the Board receives regular updates on risk reports and key insights. The Board and its committees work with the ELT to oversee the identification, assessment and mitigation of risks.

Our risk management oversight process includes reviewing long-term strategic and operational planning, evaluating executive performance, overseeing development and succession planning, and monitoring regulatory and legal compliance, as well as financial reporting and internal controls.

Responsible Research and Development

At Incyte, we take seriously our responsibility to patients, employees, shareholders and the biomedical research community. Maintaining high ethical standards and strict compliance ensures the integrity of our research and drives meaningful scientific progress.

Animal Welfare

The responsible and humane treatment of research animals is more than a legal and moral obligation—it's critical to ensuring the quality and integrity of our research. In all studies involving animals, whether conducted internally or at third-party institutions, we are committed to the highest ethical standards, full compliance with federal, state and local regulations and adherence to the performance standards outlined in the National Research Council's [Guide for the Care and Use of Laboratory Animals](#).

Incyte's Institutional Animal Care and Use Committee (IACUC), comprised of Incyte scientists, non-scientists, attending veterinarians and community members, is the governing body which oversees our Animal Care and Use Program and conducts ongoing review of study design and research activities. Our Group Vice President of Translational Sciences serves as the Institutional Official, appointed by the ELT's President and President and Global Head of Research and Development. Accredited by AAALAC International since 2015, the program

received no suggestions for improvement (SFI) following our most recent reaccreditation site visit. Additionally, we provide annual training for applicable staff and contractors on Incyte's animal welfare program requirements and standards.

Emerging Technologies

Incyte carries out all research in compliance with established regulatory and industry guidelines on the safe and ethical use of

emerging technologies, including cell therapies, nanotechnology or genetic engineering, and we expect our external partners to do the same. While our current in-house R&D efforts do not include the development of agents that directly apply such technologies as human therapeutics, we do use some of these technologies as tools in our research.

ANIMAL WELFARE

The 3R Principles

The 3R principles—Replacement, Reduction and Refinement—provide an ethical framework for improving the welfare of animals used in research. For over 60 years, these principles have guided innovations in biomedical research practices worldwide, including more humane methodologies, improved animal housing and husbandry, and exploration and adoption of alternatives to animal research.

At Incyte, we encourage employees to continually advance the 3Rs. In 2025, we collected submissions for our seventh annual 3Rs Awards, recognizing employees whose research innovations exemplify these principles. The award recipients were honored with cash prizes and plaques during a 2026 presentation event, where they presented their work and educated other employees on their innovations.

Ethics and Compliance Program

Incyte implements a comprehensive Compliance Program that helps us maintain easily accessible written standards, provide ongoing education and training, conduct risk assessments, monitor activities and maintain and enforce corrective action procedures. The program, which follows the Seven Elements of an Effective Compliance Program, is routinely reviewed by our global and regional compliance committees. We assess and enhance our program on a routine basis to meet evolving compliance standards and needs.

Code of Conduct

To ensure we conduct business with honesty and integrity, we outline our expectations for employee interactions and daily conduct in our [Code of Business Conduct and Ethics](#), which was recently updated in 2025. We also adopted a Senior Financial Officers' Code of Ethics to define conduct expectations for our Chief Executive Officer, Chief Financial Officer, Principal Accounting Officer, Corporate Controller and others tasked with financial reporting.

Board Oversight

Our commitment to ethics and compliance starts at the top. The Audit and Finance Board Committee oversees our Compliance Program to monitor adherence to the [Code of Business Conduct and Ethics](#), its underlying policies and any relevant laws and regulations. Incyte's Chief Compliance Officer updates the Audit and Finance Board Committee at least twice per year.

Anti-Corruption and Anti-Bribery

Our [Code of Business Conduct and Ethics](#) makes clear that we prohibit all forms of bribery and corruption. Our Anti-Bribery and Anti-Corruption (ABAC) policy 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. This includes commercial bribery as well as the bribery of government officials.

Further cultivating the strong culture of compliance across our business, our ABAC program establishes clear rules and processes for all Incyte employees. We use six principles to prevent corruption and bribery:

- | | | | |
|----------|--|----------|--|
| 1 | We only engage in legitimate transactions | 4 | We take ownership and responsibility |
| 2 | We always know our business partners | 5 | We keep complete and accurate records |
| 3 | We only make appropriate expenditures | 6 | We follow laws and established guidelines |

We hold third-party partners to the same high standards we uphold internally. This includes the expectation to comply with ABAC laws and all other applicable laws and regulations. We conduct due diligence on certain third parties to assess and mitigate the potential risk of bribery and corruption.

Ethics and Compliance Training and Resources

We clearly communicate our ethical standards and expectations to employees. We provide regular training on ethics and compliance policies and procedures, as well as legal obligations under applicable government healthcare programs. Employees receive [Code of Business Conduct and Ethics](#) training and ABAC training when they join the company and complete an annual training thereafter, where they are required to certify their understanding of both topics. We're proud that in 2025, 100% of Incyte employees who were assigned training completed it successfully.

Through regular Compliance newsletters and annual Corporate Compliance and Ethics Week events, we reinforce employee awareness of ABAC and the [Code of Business Conduct and Ethics](#) while highlighting opportunities for additional training.

Ethics and Compliance Reporting

We think it's critical for employees to speak freely and raise any questions or concerns they may have. We maintain an open-door policy, as well as policies that protect confidentiality and ensure non-retaliation for reports made in good faith.



LC eGuide Launch

During Corporate Compliance & Ethics Week in 2025, we reinforced our commitment to integrity, accountability and ethical decision-making across the organization. As part of the celebration, we launched our new Legal & Compliance (LC) eGuide, a centralized digital resource that serves as a one-stop hub for key Legal, Compliance and Privacy information. The eGuide helps employees and business partners easily access important policies, guidance and tools that support compliant decision-making. This initial release represents the first phase of an ongoing effort to streamline resources and enhance usability as we continue strengthening our culture of compliance.

During training, employees receive reinforcement about our compliance reporting procedures and our non-retaliation policy, which are also accessible via mobile apps. Employees are encouraged and empowered to raise questions or concerns to their manager, the Compliance Department, Legal Department, Human Resources or through our Compliance Helpline, which allows for anonymous reporting where permitted by law.

COMPLIANCE HELPLINE

As part of our commitment to fostering a speak-up culture with open communication, our Compliance Helpline is a confidential, convenient tool to encourage individuals to speak up at any time.

Incyte employees and external parties may report compliance concerns or instances of

misconduct through our [EthicsPoint website](#) or country-specific Compliance Helpline phone numbers listed on our website and our company intranet site. Operated by a third-party vendor, the helpline is accessible 24 hours a day, 7 days a week, 365 days a year and—where permitted by local law—provides the option to report anonymously.

Auditing, Monitoring and Taking Action

Our reporting and investigation process is designed to ensure we receive and review submitted Compliance Helpline concerns appropriately and promptly. We regularly monitor and audit compliance with our policies and procedures. Our Reporting and Investigating Allegations of Non-Compliance Policy allows

us to address inappropriate conduct, take appropriate disciplinary action and identify opportunities to strengthen policies, training and internal controls to prevent future violations. The policy includes protocols for the intake, investigation and close-out of alleged violations of applicable laws or company policy.

Political Involvement

We encourage our employees to participate in the democratic process, and we outline our expectations for involvement in our U.S. Political Activity and Lobbying Compliance Policy, as well as in our [Code of Business Conduct and Ethics](#). For more information, see the Political Activity and Public Policy section of our [Compliance & Transparency page on Incyte.com](#).

Ethical Marketing

To ensure practitioners and patients can make fact-based treatment decisions, Incyte is committed to making accurate claims about our products, services and capabilities, and to marketing and selling our products and services with honesty, integrity and in compliance with applicable laws and regulations. We apply the following requirements to promotional interactions with healthcare professionals:

Must be consistent with the approved labeling/product Prescribing Information and discuss only approved products and indications

Must be truthful, non-misleading and fairly balanced in presenting Incyte product information

Promotional materials used must be accurate, substantiated, scientifically rigorous and consistent with applicable legal and regulatory standards

To maintain these standards, all promotional materials are reviewed by a cross-functional Medical, Legal and Regulatory team to ensure compliance with regulatory requirements and U.S. Food and Drug Administration (FDA)

guidelines. Employees in promotional roles receive comprehensive training, and ongoing monitoring ensures that interactions and messaging align with Incyte’s policies and ethical standards. The Compliance team reinforces FDA guidelines and ethical marketing requirements through various channels, including a core training curriculum, ad hoc trainings and live monitoring. Once approved, promotional and labeling materials are updated as required to reflect the latest information and regulatory changes.

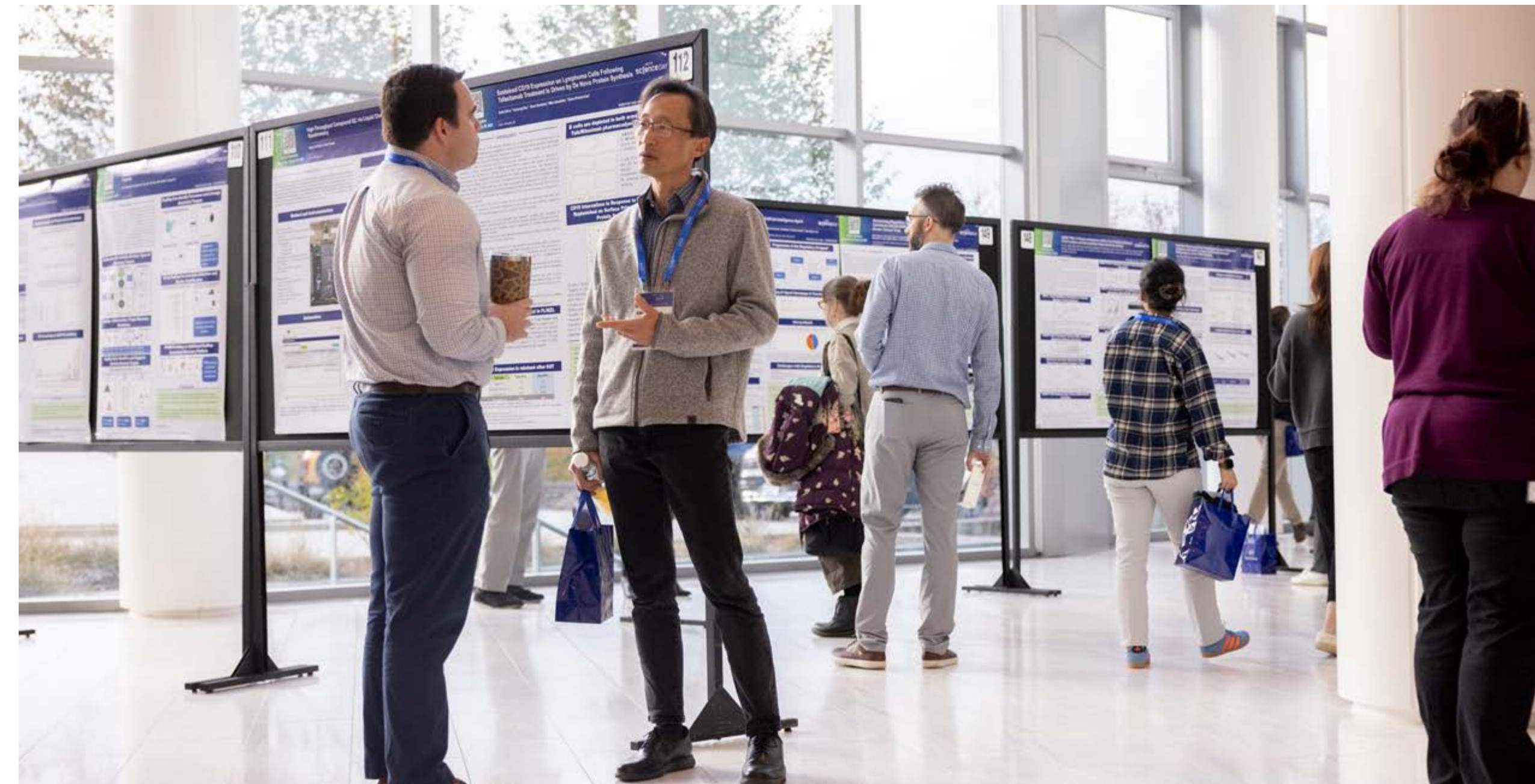
Transparency and Industry Codes

We have policies, procedures and controls in place to comply with the Physician Payment Sunshine Act in the U.S., the Loi Bertrand in France and all applicable laws regarding disclosure of transfers of value to healthcare professionals. We’re a member of the Pharmaceutical Research and Manufacturers of America (PhRMA) and several equivalent national industry trade associations in Europe and Canada. We remain committed to maintaining policies and procedures that foster compliance with the PhRMA Code on Interactions with Healthcare Professionals and its Direct-to-Consumer Advertising Principles.

Human Rights

At the core of Incyte’s purpose to find solutions for patients with unmet needs lies a deep respect for the fundamental rights and freedoms of human beings everywhere. Our [Human Rights Statement](#) defines our commitment to upholding human rights across our operations in line with the United Nations’ (U.N.) International Bill of Human Rights, the U.N.’s Universal Declaration of Human Rights, the U.N.’s Guiding Principles on Business and Human Rights,

and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. It outlines our prohibition of child and forced labor, our commitment to workplace security and anti-harassment, freedom of association and our dedication to maintaining safe, healthy workplaces to protect our employees and the environment. This commitment guides the way we work and the way we engage with our suppliers.



Cybersecurity and Data Privacy

We honor the relationships we've built with patients, healthcare professionals, caregivers, consumers, employees and business partners by mitigating information security risks, safeguarding data and being transparent about how we collect, use, share, transfer and retain personal information. To learn more about our data privacy practices, read our [Privacy Policy](#).

Cybersecurity Program

Incyte maintains a robust Cybersecurity program overseen by our Audit and Finance Board Committee. We implement comprehensive threat and vulnerability assessments and management practices that use the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Our Cybersecurity program uses technical and administrative safeguards, including cybersecurity monitoring and penetration testing, vulnerability assessments and remediation and audits with rotating third parties. Incyte also uses end-to-end security tools, cloud security and protection mechanisms for patient data and intellectual property and conducts privacy and cybersecurity assessments for our business

partners. Incyte has not been required to report a cybersecurity breach in the last three years.

Cybersecurity Awareness

To build cybersecurity readiness and awareness among our employees, we provide mandatory cybersecurity training during orientation and additional training and refresher modules on an ongoing basis and during our annual Cybersecurity Awareness Month. We also conduct periodic phishing simulation exercises to test and hone our response to adverse events. In the event of a failed phishing test, employees must undertake additional training.

In 2025, 100% of our employees and contractors completed cybersecurity best-practices training and refresher modules and were tested using phishing simulation campaigns. These efforts supported the achievement of our 2025 goal for all employees and contractors to complete at least two cybersecurity awareness training sessions, a target tied to executive compensation.

Our Approach to Tax

As a biopharmaceutical company, we have a responsibility to care for others, including the communities in which we operate. We are committed to being a good corporate tax citizen globally, preparing and filing tax returns and striving to comply with all tax laws in the jurisdictions where we have operations.

Responsibility for our approach to tax is led by our Vice President & Global Head of Tax, who reports directly to our Chief Financial Officer. At the highest level, Incyte's Audit and Finance Committee of the Board of Directors oversees finance-related matters. For more information, please see our [2025 Annual Report on Form 10-K](#).



Appendix



UN SDGs

The 17 United Nations Sustainable Development Goals (SDGs) set out a framework for achieving global peace and prosperity. As a company that works continuously to deliver novel solutions for patients with unmet medical needs, our business most meaningfully contributes to SDG 3: Good Health and Well-Being. Our pursuit of new scientific discoveries, expertise and unique discovery approach foster innovation and help us meaningfully impact the lives of patients.

TCFD

Climate change poses a global threat that could affect our business over time. We are committed to deepening our understanding of climate-related impacts and are working to track our progress in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Our efforts are focused on identifying both the risks and opportunities related to climate change across short-, medium- and long-term timeframes. We are actively evaluating the potential impact of these factors

on our business strategy and financial planning for the future. Each year, we strive to enhance our TCFD reporting as we incorporate evolving best practices and guidance into our processes.

GOVERNANCE

Board-level Oversight

Incyte's climate strategy is overseen by our Board of Directors, which is responsible for reviewing the company's strategic direction, capital plans and operating budgets, ensuring that these plans account for potential risks and uncertainties that could affect our long-term goals and financial performance. The Board also oversees our ESG strategy, which includes targets and initiatives designed to address climate-related risks while seizing related opportunities. Our ELT provides the Board with updates on Incyte's global responsibility efforts, with additional ad hoc briefings on climate-related matters as needed. In collaboration with the Audit and Finance Committee, the Board oversees the company's enterprise risk assessment and management practices, including with respect to financial, operating, and cybersecurity and other

information technology risks. Within these risks, climate-related risks are implicitly considered.

Management Oversight

Due to Incyte's global structure, the responsibility for managing climate-related risks and opportunities is distributed across various teams and individuals throughout the organization. Our CEO and ELT lead the company's global responsibility initiatives, managing climate risks and minimizing our environmental impact. The Senior Manager, ESG Reporting and Sustainability, coordinates efforts across the business to identify climate-related risks and opportunities. This process involves engaging with internal stakeholders from core business functions to gather insights on potential risks and opportunities. Each location is responsible for managing climate-related risks specific to its operations and geographic area, including efforts to reduce environmental impacts such as emissions, water usage, and waste. Site management also oversees mitigation efforts, including emergency response plans for potential natural disasters and extreme weather events

that may become more frequent due to climate change. As we refine our climate risk assessment in accordance with TCFD guidelines, we are working to integrate this process into our broader enterprise risk assessment framework.

STRATEGY

At Incyte, we have a well-defined strategy focused on addressing critical unmet medical needs. To ensure our long-term success, we actively identify and evaluate climate-related risks and opportunities that could influence our business. In line with TCFD recommendations, we examine both transition risks, those related to the shift toward a decarbonized economy, and physical risks, which pertain to the direct effects of climate change. As part of our ongoing efforts, we plan to enhance our climate risk assessment process by incorporating climate scenario analysis, allowing us to evaluate the resilience of our business strategy and operations under various scenarios and over different time horizons. We currently define our risk horizons as:

Short-term (S): 0-1 year

Medium-term (M): 1-5 years

Long-term (L): 5+ years

Following our initial climate risk evaluation, we performed an updated climate risk assessment to enhance our understanding of the physical risks we may face. This involved assessing the impacts at each of our locations under a carbon-intensive scenario (aligned with SSP5, RCP 8.5, or 4-5°C warming), helping us better grasp the potential risks to our business in the future.

As we improve our understanding, we continue to integrate climate considerations into our strategic decision making and financial planning to reduce the impact of climate-related risks and capitalize on climate-related opportunities.



Transition Risks

RISK TYPE	CLIMATE-RELATED RISK	TIME HORIZON (S, M, L)	RISK IMPACT	MITIGATION
Policy and Legal	Enhanced reporting obligations due to climate change	S, M	<p>Expenditures - Increased operating expenditures and increased compliance costs Enhanced regulation associated with climate change in the U.S., EU and other markets will increase reporting requirements for Incyte over time. Operating costs are likely to increase as we dedicate resources to developing robust data collection, risk management and governance processes to ensure compliance with evolving regulatory standards.</p> <p>If we fail to comply with applicable laws and regulations, we may face non-compliance or late filing fees and potentially lose our approval to market our products or be subject to other governmental enforcement activity.</p> <p>We recognize that with enhanced reporting comes increased scrutiny. Overcommunication and/or miscommunication of information could potentially lead to competitive threats or lawsuits.</p>	<p>We have invested in establishing internal ESG expertise, and work with external consultants to facilitate compliance with current and emerging regulations. We voluntarily publish our Global Responsibility Report and work to incorporate internationally aligned frameworks such as TCFD into our disclosures to establish processes required for future mandated reporting.</p> <p>In anticipation of future regulations, we conducted an internal analysis to identify areas where there are opportunities to improve our data collection processes.</p>
	Increasing cost of carbon	S, M, L	<p>Expenditures - Increased direct and indirect costs As the world transitions to a decarbonized economy and companies set carbon neutrality goals, the price of carbon is likely to increase. This will result in increased direct costs as we purchase and retire carbon offsets for our scope 1 and 2 GHG emissions to achieve our operational neutrality target. We have invested over \$2.3M in carbon credits to date to offset 100% of our calculated scope 1 and scope 2 market-based emissions in 2019-2024. Costs have already more than doubled, and prices may continue to rise over time.</p> <p>In addition, as governments aim to meet reduction targets, carbon taxes are expected to be rolled out to additional sectors and markets over time. Incyte is currently captured by the Swiss carbon tax for scope 1 emissions which would increase direct costs for the business if we lose our current carbon tax exemption.</p>	<p>Reducing our carbon footprint is our primary focus, with carbon credits serving as a complementary tool to achieve operational carbon neutrality. We have also implemented initiatives to reduce our absolute emissions, which will minimize the impact of risks related to carbon pricing over time. We maintain an approved energy efficiency plan with the Swiss Federal Office on the Environment (FOEN) to reduce our footprint, which exempts us from current carbon taxes.</p>
	Mandates on and regulation of existing products and services	M, L	<p>Expenditures - Increased direct costs Environmental regulation regarding products and packaging is likely to increase over time, which may require Incyte to explore alternative sustainable packaging or material options. Such materials are likely to be higher cost than their non-sustainable alternatives as demand increases, resulting in further costs to the business. Not complying with emerging regulations may result in taxes or fines for the business, as well as restraints on selling our products into key markets.</p>	<p>We monitor emerging environmental regulations which may impact our operations and markets. We remain committed to minimizing our environmental footprint as we focus our efforts on reducing the impact of our operations and products.</p>
Reputation	Increased stakeholder concern or negative stakeholder feedback	S, M, L	<p>Capital - Decreased access to capital; Expenditures - Increased operating costs to upskill and develop resources/work with consultants or contractors Our stakeholders may have increased interest in our sustainability credentials as the importance of ESG grows. An actual or perceived lack of action to reduce our overall carbon footprint could negatively impact investor sentiment. This could potentially limit our access to capital, as the focus on environmental impacts, climate change and net zero targets increases.</p> <p>In addition, we depend on key employees in a competitive market for skilled personnel, and the loss of key employees or our inability to attract and retain additional personnel would affect our ability to expand our drug discovery and development programs and achieve our objectives. Negative environmental impacts or an absence of a robust ESG program could impact our ability to attract and retain future key talent.</p>	<p>We engage with our stakeholders regularly, ensuring concerns and needs are considered in the development of our products, as well as our operations. Our annual ESG goals hold us accountable for continued performance. We also publish an annual Global Responsibility Report to transparently communicate our sustainability credentials to our stakeholders.</p>

Transition Risks

RISK TYPE	CLIMATE-RELATED RISK	TIME HORIZON (S, M, L)	RISK IMPACT	MITIGATION
Market	Increased cost and disruption to raw materials	S, M, L	<p>Expenditures - Increased operating expenditures Climate change could cause or potentially exacerbate supply disruptions, resulting in increased costs for raw materials or unexpected shortages in availability. Our third-party manufacturers require access to certain supplies and products to manufacture our products and drug candidates. If supply delivery is interrupted or if manufacturers are unable to purchase sufficient quantities of raw materials, this poses a risk to our business.</p> <p>Market shifts due to climate change could also cause increased operational costs leading to uncertainty around pricing for our current and future products.</p>	We mitigate risks to our procurement processes by establishing safety stock and business continuity plans for products to help manage risk from single source suppliers.
	Changing customer preferences	L	<p>Revenue - Decreased revenue due to a reduced demand for products and services As sustainability grows in importance, customer preferences may begin to favor more sustainable alternative products and services. If Incyte does not remain on top of changing customer trends, our position in the market, revenue and profitability may be at risk. If Incyte's sustainability strategy and targets are not aligned with those of key partners, competitors and/or large governmental organizations, our ability to remain competitive in the market may be impacted.</p>	We engage with partners and customers regularly, monitoring concerns and trends. Our Global Responsibility Report transparently communicates our sustainability credentials to our stakeholders, including customers.
	Increased cost of energy	S, M, L	<p>Expenditures - Increased operating / energy costs Climate change is likely to result in increased energy costs over time as the world shifts to renewables. This will likely exacerbate the impact of rising energy costs, especially those associated with geopolitical events, resulting in increased operating costs for businesses.</p> <p>As we aim to meet our emissions goals, our efforts are focused on sourcing renewable energy across our operations.</p>	This risk will be managed as we continue to roll out energy efficiency and onsite power generation across our operations. At our sites in Switzerland, we have onsite solar installations to generate some of our own electricity. In 2025, solar panels generated ~8% of electricity consumed by our Yverdon Bioplant and ~8% of electricity consumed by our Morges office.
Technology	Cost to transition to low carbon technology	S, M, L	<p>Expenditures - Increased capital expenditures Decarbonizing our operations and achieving our targets requires investment in innovative and potentially costly technology solutions across all our operations.</p> <p>We have already dedicated capital to lower carbon technology across our operations, including by installing HVAC system upgrades and LED lighting conversion for improved building efficiency. Our new R&D facility in Delaware incorporates state-of-the-art technology and functionality to limit our environmental impact, including smart lighting systems and 60 EV charging ports to promote lower-emissions commuting. Water for site irrigation is also partially sourced from an onsite rainwater collection system.</p> <p>Our sites include several features to optimize energy efficiency, including solar panels at our Swiss locations. To meet ambitious carbon reduction targets, we may be required to continue to invest in lower carbon technology across our operations over time.</p>	The upfront costs associated with upgrading technology and buildings to be more efficient will partly be mitigated by the payback associated with decreased operating costs as energy usage decreases and efficiencies increase.

Physical Risks

RISK TYPE	CLIMATE-RELATED RISK	TIME HORIZON (S, M, L)	RISK IMPACT	MITIGATION
Acute	Increased severity and frequency of flooding	M, L	<p>Expenditures – Increased direct and indirect costs It is likely that flooding may increase in severity and frequency due to climate change. This may potentially disrupt our business as we could face direct damage to assets, impacts on critical transportation routes and pressure on sourcing materials, which could increase costs associated with maintenance, supply chain and customer delays.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (~1% of Incyte's global square footage) as potentially high-risk exposure for flooding in the medium and long term. Thus, the overall potential impact of flooding to disrupt our critical operations is limited.²⁶</p>	We have dedicated safety stock and business continuity plans for products as well as global property insurance.
	Increased frequency of wildfires	L	<p>Expenditures – Increased direct and indirect costs As climate change worsens, wildfires are likely to increase in frequency and severity over time due to increased droughts, heatwaves and other extreme weather conditions. This may potentially disrupt our business as we could face direct damage to assets, impacts on critical transportation routes and pressure on sourcing materials, which could increase costs associated with maintenance, supply chain and customer delays.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (~2% of Incyte's global square footage) as potentially high-risk exposure to wildfires in the long term. Thus, the overall potential impact of wildfires to disrupt our critical operations is limited.²⁷</p>	We have dedicated safety stock and business continuity plans for products as well as global property insurance.
Chronic	Rising mean temperatures	L	<p>Expenditures – Increased direct and indirect costs As a result of climate change, rising global temperatures are expected to increase the frequency and severity of periods of extreme heat or heatwaves. Heatwaves may impact company operations as productivity decreases and the risk of heat-related health issues amongst employees increases. An increased demand for cooling is expected, as we aim to maintain optimal temperatures for employees, technology and operations. This may result in increased energy usage, and therefore increased Scope 1 and 2 carbon emissions, increased operating costs for the business and reduced ability to limit energy use in line with business goals and industry expectations. In addition, this may lead to an increased risk of power outages due to pressure on the grid. Power outages at material sites could result in major business disruptions which could harm our operations, future revenues and financial condition and increase our costs and expenses.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (~2% of Incyte's global square footage) as potentially high-risk exposure for extreme temperatures in the long term. Thus, the overall potential impact of rising mean temperatures to disrupt our critical operations is limited.²⁸</p>	The upfront cost of increased energy usage will partly be mitigated by the payback associated with decreased operating costs as we utilize onsite renewable energy and energy efficient technology across our operations.
	Water stress	M, L	<p>Expenditures – Increased direct and indirect costs As climate change worsens, it may result in a reduction in freshwater resources and an increase in water stressed areas. Where water is a material resource in both our direct operations and supply chain, this may result in increased costs to the business or a disruption to operations as water costs and regulation of restricted usage and reporting requirements increase.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two sites in potentially extremely high-risk exposure: one by 2030 and one by 2050. These are small, leased offices (~1.5% of Incyte's global square footage), thus the overall potential impact of water stress to disrupt critical operations is limited.</p> <p>Our Wilmington, Delaware laboratories and offices are subject to less water stress but potentially could move to high exposure to water stress by 2030.²⁹</p>	We outfit all new and renovated spaces with motion- and presence-sensor faucets to optimize water use, and at our Wilmington campus, we've installed water presence sensors in high-traffic areas to detect leaks. To manage stormwater, the site uses bio-retention features such as underground detention tanks and porous pavers and asphalt. Green roofs at both our global headquarters building in Delaware and our Yverdon Biopark also support storm water management. We are committed to monitoring and, where possible, reducing water use across our operations.

²⁶Data: Climate Central – sea level rise and 100-year flood level.

²⁷Data: Probable Futures – change in wildfire danger days.

²⁸Data: IPCC WGI Interactive Atlas – days over 35°C.

²⁹Data: WRI Aqueduct Risk Atlas – water stress.

Climate-related Opportunities

OPPORTUNITY TYPE	CLIMATE-RELATED OPPORTUNITY	TIME HORIZON (S, M, L)	OPPORTUNITY IMPACT	MANAGEMENT
Energy resource	Use of lower-emission sources of energy	S, M, L	Expenditures – Reduced operating costs By investing in emissions-lowering initiatives, including energy efficiency and onsite renewable energy generation technology, we can reduce our energy usage and reduce operating costs.	We have already capitalized on the use of lower-emissions sources of energy across the business and continue to explore future opportunities for energy optimization.
Resource efficiency	Site rationalization	S, M, L	Expenditures – Reduced operating costs By reviewing our site portfolio, we can reduce our physical footprint to reflect the needs of our business while opening or relocating to more efficient buildings, resulting in a reduction in carbon emissions and operating costs.	In January 2022, we opened Building 1709 on our Wilmington, Delaware campus. Doing so allowed us to consolidate our footprint and relocate U.S. employees who had previously worked in two leased facilities.

Climate Resilience: Impact on Strategy & Financial Planning

At Incyte, we are committed to deepening our understanding of climate-related impacts and building resilience across our business. We are actively evaluating the potential impact of these factors on our business strategy and financial planning for the future. By testing Incyte's risk profile against divergent warming trajectories, we can better understand the implications for drug development, supply chain stability, clinical trial execution and long-term competitiveness.

High-Warming Future (>4°C)

In a world of fragmented climate action, we would face much higher levels of physical climate disruption. Extreme weather events have the potential to directly affect global supply chains essential to the production of our therapies, which could in turn affect patient access and health outcomes. Supply chain disruptions could also impact critical materials for our research and development efforts, as well as delay clinical trials in vulnerable geographies. These weather events, or the effect of warming in general, could

also make clinical trial sites inaccessible or delay patient visits, which could negatively affect our trial timelines as well as participant health and safety.

As global temperatures rise, so could the overall cooling demand and energy costs, increasing the operating burden at R&D and manufacturing sites especially if grid stability is compromised. Insurance and reinsurance costs for critical facilities may escalate, adding further capital pressure.

While formal regulatory costs such as carbon pricing and mandatory climate-related reporting may be lower in this future, ad hoc or inconsistent rules could create uncertainty across the jurisdictions where we operate. Additionally, investors may view companies with limited climate resilience planning as higher risk, increasing financing costs and potentially constraining growth. In this scenario, our primary challenge would be protecting our R&D pipeline and manufacturing continuity from climate-related disruptions while maintaining patient access to therapies.

Low-Warming Future (<2°C)

In a policy-driven world with strong climate action, we would see higher expectations around reporting and disclosure, including emissions across our supply chain and clinical trial operations. Compliance with carbon pricing regimes would increase operating costs and supplier spend, particularly for energy-intensive biologics manufacturing and logistics. However, these costs would be predictable and manageable with efficiency investments and supplier partnerships. Regulatory shifts toward sustainable packaging and raw materials could require supplier diversification and product adaptation. Investor and partner expectations around ESG performance would remain high, and companies demonstrating robust climate resilience may benefit from preferential access to capital as well as an enhanced ability to attract and retain talent. At the same time, physical risks such as heatwaves, flooding, and storms would be less severe and frequent, reducing the likelihood of widespread disruption to clinical sites and manufacturing facilities. In this scenario, our proactive climate strategy could reinforce our reputation as a reliable partner in

global healthcare innovation and help sustain long-term efficiency gains.

Whether operating in a high or low-warming world, building flexibility into our supply chain, clinical trial planning and manufacturing processes will be critical. We view this work as an ongoing process: deepening our analysis, refining financial implications and integrating climate considerations into strategic planning to ensure Incyte remains a trusted partner in global healthcare.

RISK MANAGEMENT

Our risk assessment processes allow us to evaluate and mitigate the potential risks to Incyte across various functions. Climate-related risks are implicitly considered as a part of this process.

By following the recommendations of the TCFD, using industry research and engaging with internal stakeholders representing core business functions, we identified eight transition risks and four physical risks. We first conducted an applicability review, mapping potential climate-related risks to existing enterprise risks to identify which risks were appropriate for our business. Next, existing enterprise risks and input from internal stakeholders helped inform the assessment of climate-related risks to understand their impact on business strategy and financial planning. A data collection process was carried out and coordinated by the Senior Manager of ESG Reporting and Sustainability.

After our initial climate risk evaluation, we conducted an updated assessment to deepen our understanding of the physical risks we might encounter. This update involved analyzing the

potential impacts at each of our locations under a carbon-intensive scenario (aligned with SSP5, RCP 8.5, or 4-5°C warming), allowing us to better anticipate the risks to our business over the medium and long term. Looking ahead, we are committed to refining our climate risk assessment process by incorporating more detailed climate scenario analyses and integrating climate risks into our existing risk assessment processes.

Currently, specific Incyte departments maintain business continuity or disaster recovery plans that assess and mitigate their own unique risks. While this allows us to see the high-level and granular view of potential risks to the business, we are refining our enterprise-wide risk assessment process.

METRICS AND TARGETS

As leaders in biopharmaceutical innovation, we are dedicated to setting goals and finding solutions to reduce our environmental impact, enhance transparency, and drive positive change as we strive to improve the lives of the patients we serve. We track a variety of environmental metrics to assess our climate-related risks and environmental footprint, including greenhouse

gas emissions, energy use, water consumption and waste generation.

We have established key targets to manage climate-related risks, including a primary goal of achieving and maintaining operational carbon neutrality by the end of 2025 through emission reductions and offset purchases and retirements. This target holds us accountable for our daily operations and requires careful consideration of future investments and initiatives, as they may affect our emissions and influence our ability to meet this goal.

To drive progress in 2025, we integrated two ESG targets into the annual incentive cash bonus program for both our ELT and employees, one of which was focused on reducing our environmental impact. We successfully achieved our operational carbon neutrality target for 2019-2024, as well as the additional annual target tied to compensation.

We recognize the need to continue to challenge ourselves to do more to reduce our emissions and mitigate potential risk. For more details about our emissions and energy use metrics, see pages 36-39.

SASB

Accounting Metric

Code

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	See Clinical Trials, page 10.
Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	For Incyte FDA inspections: (1) 0 (2) 0
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Incyte discloses information about material legal proceedings in our Annual Report on Form 10-K .

Access to Medicines

Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	We do not currently disclose this information.
List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	We do not currently disclose this information.

Affordability & Pricing

Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	We do not currently disclose this information.
Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	We do not currently disclose this information.

Drug Safety

List of products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	0 listed in FDA MedWatch.
Number of fatalities associated with products	HC-BP-250a.2	We do not currently disclose this information.
Number of recalls issued, total units recalled	HC-BP-250a.3	0; 0
Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	We do not currently disclose this information.
Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	0

Activity Metric

Code

Disclosure

Number of patients treated	HC-BP-000.A	Over 400,000 patients treated with medicines commercialized by Incyte.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	(1) 10 approved products. ³⁰

³⁰This number includes partnered programs.

Accounting Metric

Code

Disclosure

Counterfeit Drugs

Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	See Supply Chain Security and Product Integrity section, page 13.
Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	See Supply Chain Security and Product Integrity section, page 13.
Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Incyte discloses information about material legal proceedings in our Annual Report on Form 10-K .

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 Annual Report on Form 10-K .
Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	See Ethical Marketing, page 47.

Employee Recruitment, Development, & Retention

Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	See People, starting on page 23.
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	We do not currently disclose this information at the group level, however, total voluntary turnover rate was 5.2% in 2025.

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	See Product Quality section, page 13.
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Business Ethics

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Incyte discloses information about material legal proceedings in our Annual Report on Form 10-K .
Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	See Ethical Marketing, page 47.



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