



Commitment to Human Rights

Respecting the fundamental rights and freedoms of human beings everywhere is at the core of Incyte's purpose to find solutions for patients with unmet needs and embedded in how we work to achieve that purpose.

At Incyte, our efforts to protect the rights of people regardless of race, gender, ethnicity, religion, disability or other personal status, are grounded in the principles of:

- the United Nations' (U.N.s') 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 Labor Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work

This commitment extends beyond our patients and colleagues, our operations, and the communities we serve. Respecting human rights is embodied in everything we do from setting a company culture of inclusivity and openness for colleagues, to progressing clinical trial diversity for our patients, to setting expectations with partners.

Essential Principles of our Human Rights Commitment

- **Prohibition of Child Labor and forced labor:** We are strictly against the employment of child labor or forced labor in any form whatsoever, paid or unpaid.
- **Non-discrimination:** We appreciate one another's differences and strengths and are proud to be an Equal Opportunity Employer. We value diversity of backgrounds and perspectives and our policy is that we do not discriminate based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender

expression, age, military and veteran status, sexual orientation or any other protected characteristic as established by federal, state or local laws.

- **Workplace Security & Anti-harassment:** We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. To support this initiative, we have policies in place that prohibit harassment of all kinds and routinely train employees on ways to prevent harassment in the workplace.
- **Freedom of Association:** We uphold all legislation affecting employees in the country of our operation, ensuring the right to fair wages, freedom of association, participation and collective bargaining. Our employees are free to join, form or refrain from any employee collectives without fear of retaliation, harassment or intimidation of any kind.
- **Safety, Health & Well-being:** Our goal is to conduct business in a manner that does not compromise the health of people nor the state of the environment. Our policy is to comply with all applicable environmental, health and safety (EHS) regulatory requirements and seek to continually improve our EHS management systems. A strong safety culture is a fundamental part of how we work, and our philosophy is that everyone at Incyte has a responsibility to create and maintain a safe and healthy workplace with a goal to reduce risk and prevent injuries. We also promote well-being with our employee benefits program, which aims to help employees and their families maintain healthy lives, achieve a proper work/life balance, manage finances and more.
- **Data Privacy:** We respect the privacy of our employees, patients and business partners by taking appropriate measures to protect and secure personal data.