



# 2023 HIGHLIGHTS

## OVER 210,000

PATIENTS TREATED WITH MEDICINES COMMERCIALIZED BY INCYTE

## #21

ON NEWSWEEK'S INAUGURAL TOP 100 GLOBAL MOST LOVED WORKPLACES 2023

**8** APPROVED PRODUCTS AND ONGOING CLINICAL TRIALS IN DOZENS OF DISEASE AREAS\*

**6** CONSECUTIVE YEARS LISTED AMONG INDUSTRY TOP EMPLOYERS BY SCIENCE MAGAZINE

## 2,500+

EMPLOYEES IN NORTH AMERICA, EUROPE AND ASIA

## 3 NEW

PRODUCT APPROVALS

## 1,100+

RESEARCH AND DEVELOPMENT EMPLOYEES

## ~180,000

PATIENTS ASSISTED THROUGH U.S. PATIENT SUPPORT AND COPAY ASSISTANCE PROGRAMS

- ✓ Our teams garnered **8 awards and honors** in recognition of the innovation and collaboration behind our medicines and best-in-class workplaces around the world.
- ✓ Our **diverse and highly skilled** Board of Directors brings strong leadership and unique perspective, overseeing our continued growth and success.
- ✓ We tied **3% of our annual cash incentive bonus program to three specific, measurable, short-term ESG targets:**
  - **Further increased** diversity in the candidate pool for jobs based in the U.S.
  - **Increased** global utilization of our volunteer time program
  - **Developed** a global greenhouse gas mitigation and reduction plan to continue to reduce our environmental impact
- ✓ **Made progress against our key environmental target**, achieving carbon neutrality for our Scope 1 and Scope 2 operational emissions from 2019 through 2022.
- ✓ We gave back to our communities and patients. Through our Incyte Involved program, **34%** of our global employees volunteered in their local communities, we matched gifts to **more than 450 organizations** through our Matching Gifts Program and donated **more than \$1,000,000** through our Incyte Charitable Giving Foundation.
- ✓ We continued to **provide a best-in-class employee experience**, providing opportunities to learn, grow and help our employees take care of themselves and their families.
- ✓ We **advanced diversity, equity and inclusion** for our employees and across our supply chain through our Inclusion Committee.
- ✓ With **33% of Board seats held by women**, our Board of Directors was recognized as a 2023 Champion of Board Diversity by the Forum of Executive Women.
- ✓ As always, we demonstrated our **commitment to the strongest standards of ethics and compliance**, providing training for employees on ethics, cybersecurity and more.

\*This number includes partnered programs.