

2022 HIGHLIGHTS



OVER 200,000

patients treated with Incyte therapies

8

approved products and ongoing clinical trials in dozens of disease areas

2,300+

employees in North America, Europe and Asia

1,000+

research and development employees

#61

on Newsweek's List of Most Loved Workplaces

5

consecutive years listed among industry top employers by Science Magazine

2 FIRST AND ONLY

FDA approved products

~113,000 PATIENTS

assisted through IncyteCARES

Our teams garnered **more than a dozen 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 bring strong leadership and unique perspective, overseeing our continued growth and success.

For the first time, we **tied 5% of our annual cash incentive bonus program to three specific, measurable, short-term ESG targets:**

- ✔ **Reduced** single-use plastic by 70% in all regions
- ✔ **Attained** Green Globes certification for Building 1709 at our Global Headquarters
- ✔ **Increased** diversity in our U.S. job candidate pool, with over 70% of all jobs having at least one Black or Hispanic candidate

Made progress against our key environmental target, achieving carbon neutrality for our Scope 1 and Scope 2 operational emissions from 2019 through 2021.

We gave back to our communities and patients. Through our Incyte Involved program, we **doubled** our contribution to the Cancer Care Assistance Fund, matched **more than \$350,000** in employee charitable contributions and donated **more than \$900,000** 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 a 1% increase in Black and brown employees against our October 2020 baseline.

With **33% of Board seats held by women**, our Board of Directors was recognized as a 2022 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.