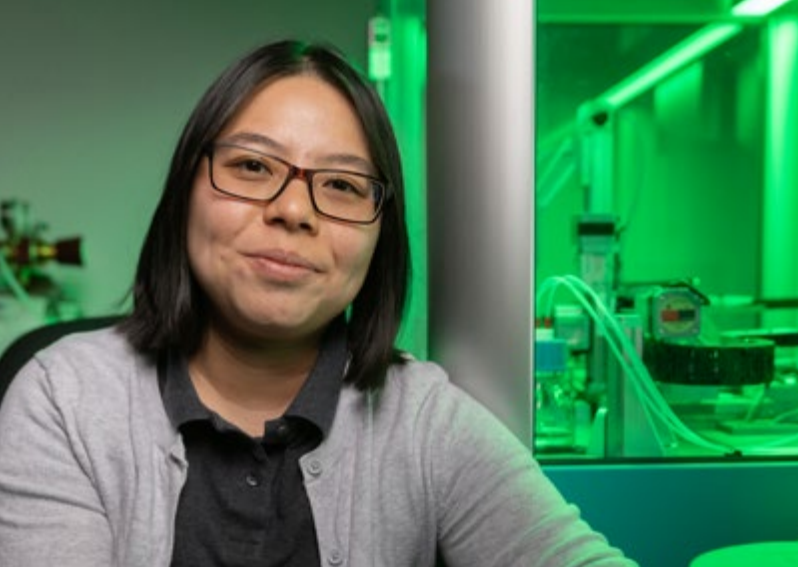


2022 GLOBAL RESPONSIBILITY REPORT





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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 [2022 Annual Report on Form 10-K](#). These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission and earnings release. 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, 2022, through December 31, 2022. To contact the Incyte Global Responsibility team, please email us at globalresponsibility@incyte.com.

MESSAGE FROM THE CEO

At Incyte, we exist to find new and meaningful solutions for patients living with serious, unmet medical needs—regardless of the disease or size of the patient population. From the start, it was this shared purpose that inspired us to follow the science to discover first-in-class medicines for our patients.

Now, more than 20 years later, the power of innovation, pursuit of science and tenacity of our employees continue to drive us forward in everything we do—a fact that’s evidenced throughout this report. This year, we delivered on our commitments to maintain the highest standards of ethics and integrity and to positively impact the health and well-being of our employees, our communities, our patients and the environment.

As global leaders in biopharmaceutical innovation, we take meaningful action to improve the world’s health while conducting business in a manner that protects people and the environment. Even as we grow our global organization, we continue to advance our sustainability goals, including our key environmental target: to achieve operational carbon neutrality by 2025. In 2022, we met all of our short-term targets—from reducing single-use plastic in all regions to earning Green Building Initiative (GBI) Green Globes certification for our newly-opened research and development facility at our Global Headquarters in Wilmington, Delaware.

Once again, our organization was recognized for our innovation and best-in-class culture by both *Science Magazine* and *Newsweek*. We’re proud of the inclusive and collaborative environment we have created where every individual can contribute to their full potential. We take the time to speak directly to our employees about their needs and experiences, and we are committed to providing competitive, equitable compensation and comprehensive benefits to empower every Incyte employee to thrive at work and at home.

This year, we also delivered on our commitment to promote diversity both within and outside of Incyte. We took every opportunity to celebrate the diverse backgrounds and cultures of our employees, introduced programs to enhance diverse participation in clinical trials and worked with suppliers to promote inclusion and diversity in our strategic sourcing practices.

Our colleagues care deeply about the communities in which we live and work. To maximize our employee efforts, in 2022 we doubled our Matching Gifts donations to support causes that are important to our team. Beyond this milestone, combined donations through the Incyte Charitable Giving Foundation benefited more than 30 local organizations, including those providing support and financial assistance to cancer patients in our community.

As always, our global team is committed to acting ethically and responsibly in all we do—a focus that remains as steadfast as ever. As our highest level of oversight, our diverse and talented Board of Directors ensures we uphold these high standards and deliver on our commitments to stakeholders.

We believe the most powerful impact comes from resiliency, tenacity and collaboration around a shared purpose. Together, we’re taking steps to advance our ESG commitments in ways we believe will support meaningful change. If 2022 was any indication, 2023 promises to be another great year. I invite you to read our report and see for yourself the power of innovation at work.



A handwritten signature in black ink, appearing to read 'Hervé Hoppenot'. The signature is stylized and includes a vertical line at the end.

Hervé Hoppenot
CHIEF EXECUTIVE OFFICER



ABOUT INCYTE

Incyte is a Global Biopharmaceutical Company on a Mission to Solve On.

Solve On. It's the spirit and energy that fuels our pursuit of answers for patients. We *Solve On.* to decipher new pathways, break new ground and develop new ways to manage rare and often hard-to-treat diseases. Regardless of the disease or size of the patient population, we *Solve On.* because patients are waiting—and because we believe that by following the science, we'll find meaningful solutions.

How We Solve On.

At Incyte, we believe every challenge is a chance for a breakthrough. Since our start in 2002, our Global Headquarters in Wilmington, Delaware has been a hub for innovation. The scientists, chemists and biologists who began this journey with us shared the passion and perseverance that would—over the span of 20 years—provide first-in-class treatments to patients around the world and grow Incyte into a global organization with more than 2,300 employees. Today, we have a robust portfolio of treatments across Oncology and Inflammation & Autoimmunity (IAI), and our passion for innovation is stronger than ever.

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.

PATIENTS AND INNOVATION

In 2022, we broke new ground with two “first and only” U.S. Food and Drug Administration (FDA) approvals:

Opzelura® (ruxolitinib) cream 1.5% for the topical treatment of nonsegmental vitiligo in adult and pediatric patients 12 years of age and older. This is the first and only FDA-approved treatment for repigmentation in patients with vitiligo and the only topical formulation of a Janus kinase (JAK) inhibitor approved in the United States.

Pemazyre® (pemigatinib) for rare and aggressive blood cancers known as Myeloid/Lymphoid Neoplasms or MLNs. This is the first and only FDA-approved targeted treatment for MLNs with FGFR1 rearrangement.

From our inception, Incyte has relentlessly followed the science to find solutions for patients with critical, unmet medical needs. Every day, Incyte’s scientists collaborate around this shared purpose and work side-by-side in our labs to break new ground in drug discovery and development.

Our dedication to patients requires that we advocate for their well-being at every stage of the research and development process. From discovery to clinical trials to approved treatments, our patient-centered mindset continues to inform and improve our policies, our processes and our medicines.

Our Drug Discovery and Development Approach

We focus on areas where we can make an impact—no matter the disease or size of the patient population. To uncover clinically meaningful insights and targets, Incyte uses patient-relevant data, disease models and our deep understanding of cellular oncogenic pathways and immune function.

Our discovery approach integrates pathway and target selection with compound development, allowing us to advance molecules with maximum potential and resulting in a strategic portfolio of compounds that are related or can be used together. This approach has enabled a strong heritage of Incyte-discovered first-in-class medicines for patients who previously had limited treatment options.

Clinical Pipeline

At Incyte, we develop innovative therapies with high therapeutic potential to address unmet medical needs. From 2017-2021, we received many FDA designations highlighting the potential of our pipeline:

BREAKTHROUGH THERAPY DESIGNATION: Two programs received FDA Breakthrough Therapy designation, which helps expedite the development and review of drugs that could significantly improve treatment over available therapies for serious or life-threatening conditions.

FAST TRACK DESIGNATION: Nine programs received FDA Fast Track designation, which expedites the development and review of drugs that have the potential to address unmet medical needs for serious conditions.


ORPHAN DRUG DESIGNATION: 12 programs received FDA Orphan Drug designation, which supports the development of new treatments for rare diseases.

At the end of 2022, we had 25 clinical candidates in our development portfolio.


| In 2022, we reinvested **47%** of our revenue into research and development.

Our Portfolio¹

At Incyte, we believe in the power of research to advance scientific innovation and improve patient health. We're advancing research across Oncology and Inflammation & Autoimmunity (IAI), building out our portfolio in three key areas where we can make an impact: Myeloproliferative Neoplasms (MPNs) and Graft-versus-Host Disease (GVHD), General Hematology/Oncology and Dermatology.



17 Molecular Targets



22 Clinical Candidates



8 Approved Products

MPNs AND GVHD

As a leader in the discovery and development of therapies for patients with myeloproliferative neoplasms (MPNs), Incyte has delivered breakthrough advances to patients with MPNs such as myelofibrosis (MF) and polycythemia vera (PV). We're committed to the continued study of treatments for patients with MPNs, including for patients who have had an inadequate response to or are unable to tolerate current therapies, as well as for people impacted by diseases like graft-versus-host disease (GVHD).

Our Leadership in MPNs and GVHD BEyond Ruxolitinib (LIMBER) clinical trial program is designed to evaluate multiple monotherapy and combination strategies to improve and expand treatments for patients with MPNs and GVHD. These include ruxolitinib-based combinations with INCB57643 (BET) and zilurgisertib (ALK2), new therapeutic options including axatilimab and novel targets such as anti-mutant calreticulin (mCALR).

We presented updates from our LIMBER program at the American Society of Hematology (ASH) annual meeting in late 2022, unveiling data for our novel mCALR monoclonal antibody during the oral plenary session. This highlights our discovery capabilities and research progress in MF and essential thrombocythemia (ET), two patient populations in which 25-35% of patients have CALR mutations. We expect the antibody to enter the clinic later in 2023.

General Hematology and Oncology

We take a comprehensive approach to identifying new treatments for patients with cancer, exploring both single agents and combinations of targeted and immunotherapies from within and beyond our portfolio.

We also collaborate with major universities and other companies to bring additional discovery platforms and therapeutics forward.

Driving Innovation in Oncology Research

Our work on oral PD-L1 inhibitors continued in 2022. Data for INCB99280 and INCB99318, the first oral small molecule PD-L1 inhibitors to show clinical activity, was presented at the Society for Immunotherapy of Cancer meeting—with Phase 1 data showing that INCB99280 and INCB99318 were well tolerated and demonstrated tumor shrinkage. We also announced a clinical trial collaboration between Mirati and Incyte to investigate the combination of INCB99280 and adagrasib, a KRAS^{G12C} selective inhibitor, in patients with KRAS^{G12C}-mutated solid tumors.

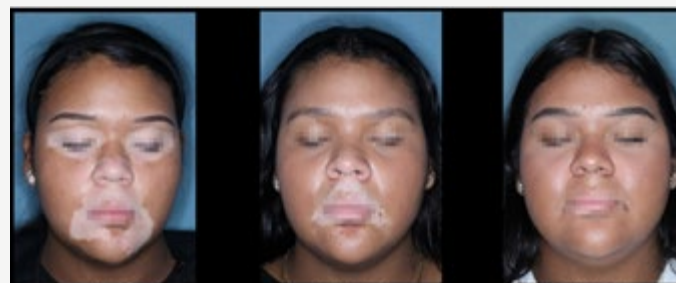
Dermatology and Other IAI

Incyte's science-first approach and heritage in immunology form the foundation of our company. Today, we're building on this legacy as we discover and develop innovative dermatology treatments to bring solutions to patients in need.

Our IAI development group seeks to identify and develop therapies to modulate immune pathways driving uncontrolled inflammation, help restore normal immune function and bring the body closer to homeostasis.

Opzelura (ruxolitinib) cream 1.5% treats atopic dermatitis and nonsegmental vitiligo—the most common form of vitiligo, characterized by the loss of pigmentation in skin. While vitiligo can affect all skin types, the treatment benefits may be more visible in individuals with darker skin (e.g., black or brown skin).

Response of patient with nonsegmental vitiligo on Opzelura (ruxolitinib) 1.5% cream



Baseline Week 24 Week 52

Clinical trial participant; individual results may vary.

Our research and development efforts in dermatology are initially focused on leveraging our knowledge of the JAK-STAT pathway. We are exploring the potential of JAK inhibition for a number of immune-mediated dermatologic conditions with a high unmet need including atopic dermatitis, vitiligo, hidradenitis suppurativa (HS), lichen planus, lichen sclerosus and prurigo nodularis.

In December 2022, we made significant progress towards helping patients with hidradenitis suppurativa (HS), an inflammatory skin condition that causes painful bumps to form in the armpit, groin, breast and anal regions of the body:

- Povorcitinib (INCB54707), an oral small-molecule JAK1 inhibitor:**
We initiated two Phase 3 trials (STOP-HS1 and STOP-HS2) in moderate to severe HS.
- Ruxolitinib cream:** We initiated a Phase 2 trial to evaluate ruxolitinib cream in mild to moderate HS. There are no topical therapies currently approved for HS.

Collaborations

We push scientific boundaries in developing treatments—but we can't do it alone. Forging strategic partnerships and collaborations with other companies, universities and research institutions helps us realize the full potential of our science.

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

We also participate in multiple commercial partnerships on certain Incyte-discovered products that are licensed to third parties, in which we are eligible for milestone payments and royalties. These include, among others, Jakavi® (ruxolitinib) and Tabrecta® (capmatinib), which are licensed to Novartis, and Olumiant® (baricitinib), which is licensed to Eli Lilly and Company. Please see our most recent [Annual Report on Form 10-K](#) for a complete list of our partnered programs.

Partner Approvals for Incyte-Discovered Molecules

Marking continued progress for Incyte and for the patients we serve, a number of Incyte-discovered molecules received approvals in 2022.

Jakavi

received European Commission approval as the first post-steroid treatment for acute and chronic GVHD

Olumiant

received FDA approval as the first and only treatment for alopecia areata

Tabrecta

received approval in the EU for previously-treated patients who are living with advanced non-small cell lung cancer

Access to Medicine

At Incyte, we strive to ensure our medicines are accessible to eligible patients who need them. For clinical trials, we support patient access by providing patients with resources during their treatment journey and helping individual patients access unapproved or investigational products through our compassionate use programs. For approved medicines, we support patient access by pricing our medicines responsibly in a way that reflects their value to both patients and society and by offering IncyteCARES, My Mission Support and other forms of assistance to support eligible patients before and during applicable treatments.

More than 200,000 patients were treated with Incyte therapies in 2022.

Expanded Access and Compassionate Use

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

Access to Approved Medicines

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

Specifically in the U.S., we have supported—and will continue to support—legislation that redesigned the Medicare Part D program by reducing out-of-pocket costs, as well as legislation that would provide patient protections and guardrails around the use of egregious utilization management practices.

Increasing Global Patient Access

IncyteCARES

Through the dedicated services of nurses and/or clinicians and patient access coordinators, our IncyteCARES program provides support to eligible patients in the U.S., both before and during applicable treatment with Jakafi® (ruxolitinib), Pemazyre® (pemigatinib) and Opzelura® (ruxolitinib) cream 1.5%.

IncyteCARES also includes a copay/coinsurance savings program for eligible commercially insured patients, as well as free product assistance for eligible patients who are uninsured or underinsured or who may experience temporary coverage delays. The program also offers reimbursement support through benefit verifications and provides clinical education to inform patients about their condition and how to properly use medicine. To learn more, visit our dedicated [IncyteCARES website](#).

Approximately 113,000 patients were assisted through IncyteCARES in 2022.

In addition to IncyteCARES, we partner with MorphoSys to offer programs such as [My Mission Support](#) to help eligible Monjuvi® (tafasitamab-cxix) patients in the U.S. through their treatment journeys. Help offered through this program may include reimbursement support, opportunities for financial assistance, delivery coordination of medicines and temporary coverage for access delays, as well as connections to other support services and other education and helpful resources.

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

Cures Within Reach honored Incyte in 2022 with the Patient Impact Industry Award, recognizing our efforts to repurpose ruxolitinib to serve a broader range of patients.

Max Foundation Partnership

Our European team partners with the Max Foundation to provide donated Iclusig® (ponatinib) to patients in Eastern Europe and Central Asia. Since 2018, this collaboration has benefited 245 patients by providing them with access to Iclusig—immediately and for as long it's needed.



Patient Education and Awareness

For patients living with rare or neglected diseases, it can be difficult to access information and connect with others who share the experience of living with the disease. We're committed to providing these patients with support and resources throughout their treatment journey and have programs in place for the diseases for which Jakafi, Iclusig, Opzelura and Pemazyre are approved.

MPNs

For people living with MPNs in the U.S., Incyte created [Voices of MPN](#), an online platform that connects patients to disease information, educational programs, helpful resources, lifestyle tips and community activities. The platform also offers live educational sessions with Oncology Nurse Educators for patients and their loved ones to provide a better understanding of MPNs. To support a sense of belonging, the platform encourages patients and caregivers to share their personal stories and spread awareness about these rare, chronic blood cancers.

Leveraging Technology to Help Patients

In 2022, we launched the [Voices of MPN Tracker App](#) to empower patients to monitor their health and have informed conversations with their healthcare providers. As a signal of the app's success, more than 1,000 users accessed the app in its first eight months alone.

In 2022, we celebrated our 10th Annual MPN Heroes Recognition Program—a partnership with CURE Media Group—which recognizes patients, healthcare professionals, caregivers, advocates and organizations working to bring understanding, compassion and strength to the MPN community.

LeVar Burton

Millions of U.S. households have invited award-winning actor LeVar Burton into their living rooms over the years. In 2022, Burton headlined Incyte's Blood Cancer Awareness Month educational campaign—which received an Award of Excellence from The Communicator Awards. The campaign leveraged Burton's trusted face and familiar voice to encourage those living with MPNs to visit their healthcare professionals and seek the care they need and prioritize their health.

GVHD

To support the GVHD community within the U.S., the [Incyte Ingenuity Awards Program](#) funds novel initiatives to help those impacted by GVHD. The program funds \$35,000 and \$100,000 initiatives to support those living with GVHD.

During the annual award review process, an independent panel of advocacy group leaders, physicians, nurses and/or social workers considers each candidate's ability to provide much-needed change and support to patients with GVHD, caregivers and healthcare providers. In 2022, Cincinnati Children's Hospital Medical Center and Children's Healthcare of Atlanta were chosen as the recipients of the Incyte Ingenuity Award in GVHD.

We also support GVHD patients and caregivers through [GVHDnow](#), a website that provides information and supportive resources along the road toward health after a stem cell transplant.

Cholangiocarcinoma (CCA)

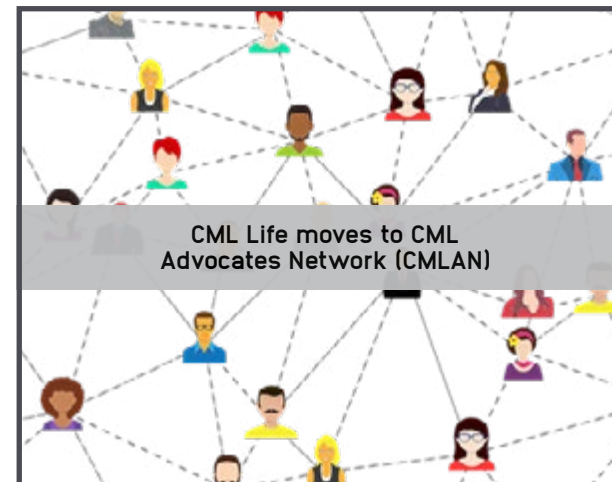
In the U.S., our [TestMyCholangio](#) website provides patient access to information and resources about molecular profiling and the role it may play in informing CCA management decisions. In 2022, we partnered with AMMF, the UK-based cholangiocarcinoma charity, to create CCA education materials to help patients in Europe learn about molecular testing and access local resources. The newly-created materials include a nutrition guide, video, booklet and [patient website](#).

Chronic Myeloid Leukemia (CML)

At Incyte, we have always strived to support as many CML patients and caregivers as possible. [CML Life](#), a patient website co-developed with the CML Advocates Network (CMLAN) in 2018, was transitioned to the CMLAN in 2022 to enable its continued growth and longevity.

The site is home to articles, videos, podcasts and infographics on topics related to living with CML and its treatment for patients and their caregivers. Topics include a visual guide to understanding CML, coping with fatigue, exercising and traveling with CML, as well as the importance of having good sleep hygiene and how to do so.

We are thrilled that it will continue to be a valuable resource for the CML community that they can progress to reach an even broader patient community.



Atopic Dermatitis (AD)

Through our work with AD advocacy groups, we saw an opportunity to improve patient education to help patients have more informed and collaborative conversations with their dermatologists.

To address this need, we created [Start From Scratch](#), a resource for those living with AD. In 2022, we expanded Start From Scratch messaging to feature the firsthand perspectives of patients—allowing our patients to hear shared experiences and learn from the stories of others. We also hosted a three-part roundtable discussion with Dr. Rebecca Smith, covering topics of interest to AD patients and advocates.

Vitiligo

In 2022, we launched a campaign to educate and advocate for people living with vitiligo in the U.S.

This is Vitiligo Website

Our new [This is Vitiligo](#) website provides education about vitiligo, highlights the medical nature of the disease and addresses common misconceptions. The site also looks to elevate the life experiences of people living with vitiligo, allowing them and their caregivers to share their stories and perspectives on this chronic condition and providing an opportunity for people to have candid conversations about their shared experiences.

Incyte Ingenuity Awards in Vitiligo

Launched during the annual World Vitiligo Conference, our 2022 [Incyte Ingenuity Awards in Vitiligo](#) were modeled after our successful GVHD awards. Throughout the month leading up to the awards, we disseminated educational materials, including a vitiligo advocacy podcast, social media content and educational materials for individuals impacted by vitiligo.

Patient Advocacy

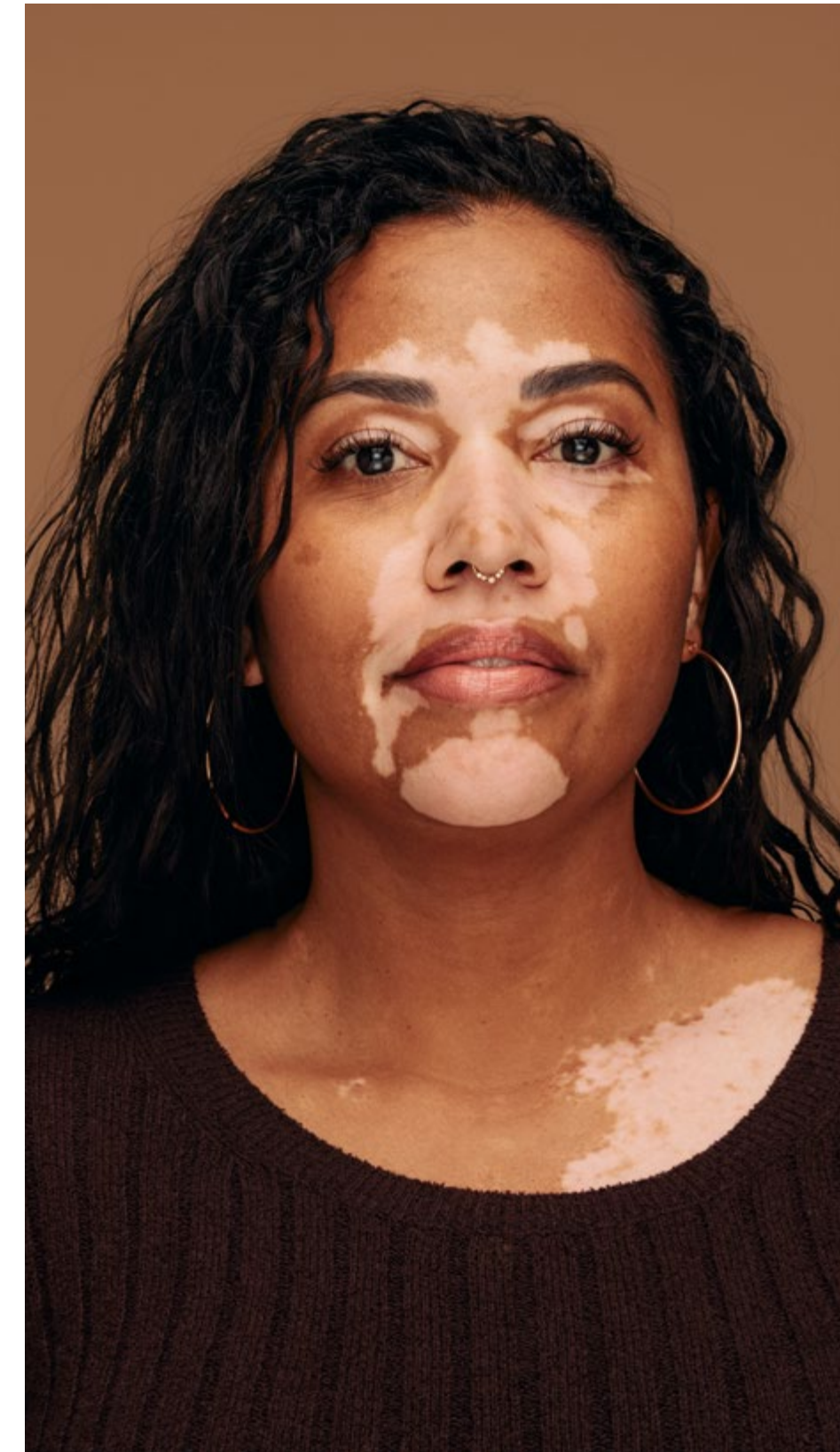
As committed advocates for our patients, Incyte partners with advocacy organizations to address unmet needs for patients, close gaps in education and create programming that will support patients in getting the best individualized care possible.

In 2022, our Public Affairs teams were active in the communities we serve in North America and Europe—from engaging with more than 50 different patient support organizations across oncology and dermatology to listening to patient concerns and needs through patient advocacy advisory boards.

We also spotlighted our patient advocacy efforts in our 2022 Town Halls by inviting patients to speak to our employees. These segments help Incyte colleagues around the world connect our daily work with the real lives impacted by the treatments we develop.

Increasing Adherence, Improving Outcomes

To help patients living with vitiligo and atopic dermatitis (AD) better understand and treat their conditions, our Dermatology Patient Services team launched an adherence program in 2022. While still in the early stages, the program has already made an impact.



Clinical Trials

Clinical trials are a critical part of the process of developing medicines that can make a meaningful difference in treating disease. We conduct these clinical trials to understand the impacts of treatments, relying on volunteer study participants to help us develop medicines. We actively work to expand the pool of potential trial participants, as well as work with those who may not be able to participate.

In some instances, patients who are eligible for an Incyte-sponsored clinical trial may not have the resources to participate. In these instances, we provide patients with the information and resources they need for treatment, consistent with applicable laws, regulations and ethical guidelines.

Clinical Trial Ethics and Safety

The safety of our patients always comes first, whether the patient is using an approved medicine or participating in a clinical trial. Before we begin a clinical trial, we carefully consider potential benefits and risks and enact strict protocols to obtain informed consent from participating patients.

Our studies adhere to all applicable laws and regulations in all territories in which we operate while always upholding the highest ethical standards. We follow the International Conference on Harmonization (ICH) Good Clinical Practice (GCP) Guidelines, as well as all applicable legal and regulatory requirements where clinical trials are conducted. All ongoing trials are supervised through an institutional review board, an ethics committee and/or a research ethics board to protect the safety of trial participants. We also regularly conduct internal and external clinical framework audits to make sure our framework meets or exceeds best practices and applicable regulatory requirements.

We have policies in place for post-trial access for patient studies. In some programs, we maintain rollover protocols for patients to continue treatment in another study or switch to a comparable therapy when possible. In the event a study is discontinued, we remain committed to supporting patients. Further, we have special protocols to protect vulnerable patient populations, including pediatric plans and pregnancy registries. Visit our [Incyte Clinical Trials website](#) to learn more.

2022 Clinical Trial Highlights



130
clinical trials



32
new studies



26
completed studies



3,085
sites



48
countries

Tracking Patient Progress with AI

Patients now have a smart, AI-driven tool for tracking progress during our vitiligo clinical trials. Launched in 2022, our i2 award-winning smartphone app gives patients and healthcare providers a first-of-its-kind tool to capture, share, compare and review results. Patients use the app to capture images of their skin, and our Vitiligo Assessment Tool employs machine learning to analyze the images for changes in skin characteristics. Read more about our i2 awards on page 20.

Clinical Trial Transparency

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

We aim to publish data within 18 months of the last patient leaving a clinical trial, as we believe it is the responsible thing to do, and could benefit patients and the scientific community as we seek to transform the treatment of cancer and other diseases. Our [Clinical Trial Transparency, Data Sharing and Disclosure Practices](#) policy provides more detail on our commitments for maintaining transparent, responsible and fully compliant research practices.

Patient Engagement

At Incyte, we support and provide educational materials to patients, caregivers and healthcare professionals who are interested or actively participating in our clinical studies. We've created several initiatives to engage clinical participants and their caregivers—including content and tools that help them make informed decisions about clinical trial participation.

Our [website](#) allows patients and caregivers to explore different aspects of clinical trials and learn about how Incyte designs trials to address patient needs safely and effectively. In 2022, we updated the site to provide a more user-friendly, easy-to-navigate experience and added matching capabilities to pair patients with relevant clinical trials.

Working with Trial Participants in Challenging Circumstances

Over the past few years, Incyte employees and clinical trial partners worked around the clock to retain almost all patients despite the impacts of COVID-19 and the war on Ukraine.

We work closely with our Patient Council—a group of patients and caregivers representing multiple disease areas—to gather insights to help optimize our clinical trials. After clinical studies, we continue to engage with patients and their caregivers to get feedback about the trial experience and highlight opportunities to adjust or improve our process.

Clinical Trial Diversity

Incyte is a global organization committed to creating medicines for people of all races and ethnicities. Representing diverse communities within our clinical trials is essential for understanding and treating disease—the more diverse the participants, the more our researchers can learn about the different ways in which people respond to treatments. Because studies have shown that people from historically marginalized and minoritized groups in the U.S. are less likely to be included in clinical research, we've made it a priority to remove participation barriers and increase racial and ethnic diversity in our clinical trials.

To advance this mission, a sub-committee of our Inclusion Team focused on clinical trials created a new iDIRECT (Incyte Diversity, Inclusion, Representation and Equity in Clinical Trials) Team dedicated to promoting diversity in clinical trials. The iDIRECT team identified strengths and opportunities for improving diversity in our current clinical trials and suggested strategies to enhance diverse participation in future trials.

These insights informed our new Clinical Trial Diversity Roadmap. Launched in 2022, the Roadmap focuses on four key areas:

1. **Community Outreach and Engagement**
2. **Sites**
3. **Training**
4. **Suppliers**

Guided by the Roadmap, we've established a standard approach to determining diversity enrollment goals, launched a dashboard detailing diversity enrollment metrics for U.S. clinical studies and leveraged real world evidence to identify sites who can enroll diverse patients and invite them to participate in our studies.

Decentralizing Clinical Trials to Widen the Patient Pool

In our IAI portfolio, we're actively enrolling participants in our first-ever decentralized clinical trial. By removing location-based barriers to participation, these trials allow us to attract a diverse slate of participants that might not otherwise be able to participate.

In 2022, we also conducted a global survey and stakeholder interviews to help us better understand our employees' perspectives about this long-held challenge facing our industry. More than 90% of respondents believed that we must address barriers to participation for underrepresented communities and that cross-functional collaboration is crucial to achieving this objective. Supported by our employees, Incyte is actively working to employ new tools and improve processes that will enhance diversity and equity in our clinical trials and pave the way to a healthier future for everyone. For more information, read our full [Clinical Trial Diversity Commitment](#).

COMMUNITY

We're a company on a mission to make a difference. For Incyte, caring for the people around us starts with our core business and extends to patients and their caregivers, the communities near us and the causes important to our employees.

Our three-pronged Incyte Involved program guides the way we give back in three areas: the Incyte Charitable Giving Foundation, our Community Service Program and our Matching Gifts Program.

Outside of the U.S., we donate funds and volunteer time to help meet the needs of communities near our European Headquarters and other locations in Europe, Canada and Asia.

Incyte Charitable Giving Foundation

Incyte Charitable Giving Foundation is dedicated to making a difference where we live and work – specifically Wilmington, Delaware, home to our Global Headquarters. The Foundation forges partnerships with publicly funded 501(c) (3) tax-exempt nonprofit organizations who serve Delaware communities in two focus areas—Oncology Patient Support and Resources and Community Partnerships. In 2022, the Foundation's combined donation of over \$900,000 benefited more than 30 local causes—including those providing support, financial assistance and other valuable services to our community.

Cancer Support Community

Cancer Support Community Delaware (CSCDE) provides unique services to those in the local community impacted by cancer. Using the "patient active" approach, CSCDE and its licensed mental health practitioners help adults, teens and children with cancer—as well as their caregivers and families—manage the emotional aspect of cancer. In 2022, our funding helped the organization re-establish in-person services and create a post-pandemic, hybrid environment for program participants.

Cancer Care Assistance Fund

To help make care more sustainable for cancer patients in our community, our Incyte Cancer Care Assistance Fund for Delaware (ICCAFDF) provides financial support to local patients—as well as their caregivers and family members—who face financial hardships due to cancer. ICCAFDF partners with Cancer Support Community Delaware to assist more than 100 individuals with housing, grocery, transportation and other basic living expenses. In 2023, we committed to doubling our contribution to the Fund and now provide \$200,000 each year.

Teagan's Wish

Teagan, an 11-year-old Delaware child who is fighting leukemia, dreamed of a Disney-themed backyard. Incyte colleagues raised more than \$7,600 to help Make-A-Wish Philadelphia, Delaware & Susquehanna Valley grant Teagan's wish. Volunteers from Incyte also donated their time to help put the finishing touches on the backyard transformation. Seeing Teagan's wish come true reminds us why we remain longtime Make-A-Wish partners—to help make magic a reality for children in our community like Teagan.



Community Service Program

Incyte supports our employees' efforts to make a difference in their communities. Through our Community Service Program, we provide an annual day of paid time off for employees to volunteer with the charitable causes they're passionate about. In 2022, employee participation in our Community Service Program benefited communities around the world, with 250 employees reporting more than 1,500 hours of volunteer service.

To promote employee volunteering, one of our key 2023 ESG targets is for at least 15% of global employees to participate in community volunteer activities through the use of their paid employee volunteer day.

Matching Gifts Program

Matching employees contributions to the causes that are most important to them helps foster a sense of community and amplifies our collective impact. Through the program, we match employee contributions to eligible nonprofits dollar for dollar, up to a predetermined cap. Based on employee feedback, in July of 2022 we doubled the pre-determined cap. This, coupled with increased employee participation, helps us to make an even more significant difference in our communities.

Incyte matched more than \$350,000 to over 300 charities in 2022—more than twice the program's dollars matched 2021 total.

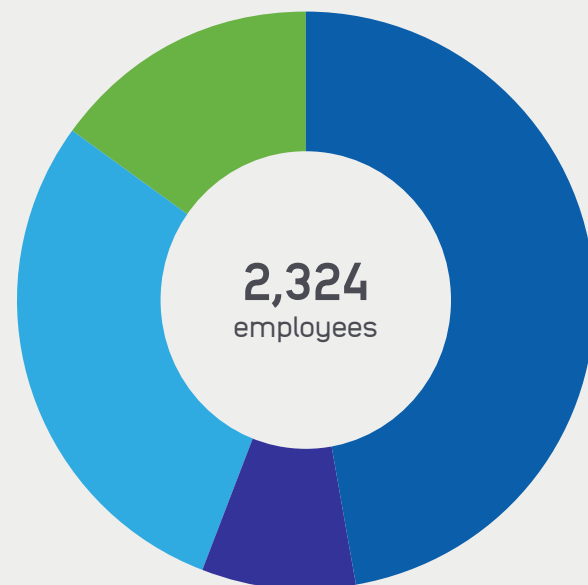


TEAM

At Incyte, we're collectively responsible for delivering innovative solutions for our patients. This approach encourages collaboration across departments, allows leaders to emerge at all levels and ensures all colleagues feel valued.

We know our strength lies in the collective expertise, experience, passion and perseverance of our diverse team. By creating a collaborative culture that integrates those insights and abilities, we're advancing scientific innovation, improving the health of our patients and empowering our colleagues to contribute to their full potential.

OUR EMPLOYEES



1,099
research and development

201
medical affairs

676
sales, marketing and country operations

348
operations support and administrative

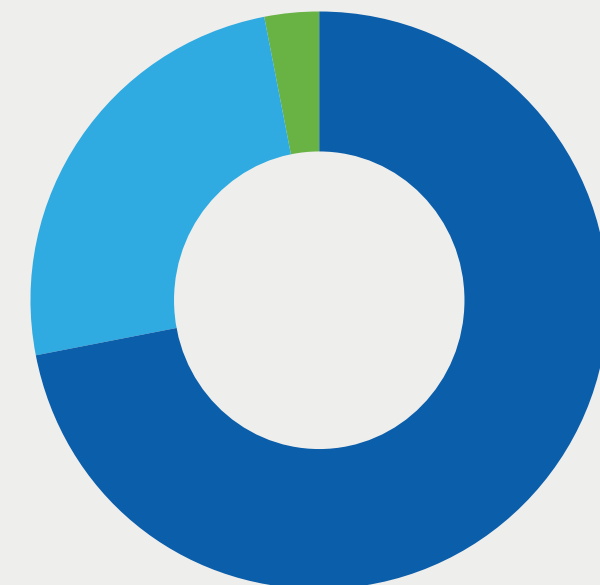
GENDER DIVERSITY



52%
women

48%
men

GEOGRAPHIC LOCATION



72%
United States and Canada

25%
Europe

3%
Asia

Awards and Recognition

Our teams garnered several honors in 2022, recognizing the innovation and collaboration behind our first-in-class medicines and best-in-class workplaces around the world.

Ranked **#4** among **2022 Top Employers** by *Science Magazine*, marking our 5th consecutive year on the list

Ranked **#61** among **2022 Top 100 Most Loved Workplaces** by *Newsweek*, moving up 16 spots versus our 2021 ranking

Ranked **#3** among **Greater Philadelphia's Healthiest Employers 2022** by the *Philadelphia Business Journal* (Large Company category, 1,500–4,999 employees), our second consecutive year on the list

Named a **2022 Humankind 100 Company**, with a Humankind Value of \$36.5 B

Incyte Netherlands received a **2022 Prix Galien Netherlands** award for Pemazyre (pemigatinib)

Received the **2022 BioAlps Industry Award** in recognition of our team's contributions to west Switzerland's international reputation for excellence in the life science sector

Incyte Iberia received a **2022 Future Madrid Award** from the newspaper *La Razón*, in recognition of innovation and commitment to research and development

Incyte Italy received two **2022 Le Fonti Pharma Awards**, including an Excellence of the Year award and in honor of Incyte Italy's Regional Vice President and General Manager Onofrio Mastandrea



Culture of Innovation

At Incyte, innovation is everyone's job—from our newest hire to our CEO. This approach encourages collaboration across teams, allows leaders to emerge at all levels and enables an environment where all colleagues feel heard and valued.

Because innovative ideas can come from anywhere, we have to listen everywhere. Our Executive Team has an open door policy and makes every effort to be accessible to all employees, wherever they may be in their career journey. To establish channels of communication, members of senior leadership plan to meet with each new employee within their first year at Incyte.

We also create ongoing opportunities for employees to engage with company leadership and with each other. Our frequent Global Town Halls and interactive events encourage two-way dialogue and facilitate continuous feedback across teams.

In 2022, we participated in an all-employee survey through *Newsweek's* Most Loved Workplaces awards, designed to measure employee engagement and satisfaction. Our Executive Team also hosts periodic focus groups to hear directly from employees and conducts pulse surveys throughout the year.

Catalyzing Employee Innovation: i2

At Incyte, we believe every challenge is a chance for a breakthrough. Our annual i2 innovation challenge is designed to fuel our employees' drive to discover the next innovation and fund the exploration of their most innovative ideas.

Each year, the call for i2 proposals goes out to all Incyte employees around the world, inviting them to pitch their best early-stage ideas. Submissions from both individuals and teams are welcome, as long as the concepts are novel, innovative and hold the potential to impact patients' lives or our business. From a narrowed field of finalists, the winning concepts are selected and provided support and funding to move forward.

In 2022, six employee-driven projects won i2 support. One of the winning concepts from past years, the Vitiligo Assessment Tool smartphone app, is currently in use in clinical trials by patients with vitiligo and healthcare professionals.



Fostering an Innovative Culture: I-LEAD MEETING 2022

Our first I-Lead meeting brought together leaders from across global, regional and functional teams to focus on the future of Incyte and how we can work together to create the biggest impact. Colleagues collaborated to explore ways to cascade goals down from the company level to the team level, reflected on our unique culture, leadership priorities and collected and implemented feedback. Among the ideas implemented as a result of the meeting were improvements to key employee programs, including increasing tuition reimbursement and employee match donations to charities, as well as enhancing internal communications to more clearly reflect ongoing progress against our priorities and the availability of internal job opportunities.

Empowering Continuous Learning: INCYTE ACADEMY

Incyte Academy, an internal learning system, provides employees with a flexible and accessible web-based training platform that delivers personalized training for all Incyte colleagues, including training on our therapy areas, compounds, science basics and drug development.

Employee adoption increased by 42% in 2022 versus 2021, with 306 unique users accessing training modules. As we continue to add more courses and improve user experience, we're encouraged by feedback received in our most recent survey of users with 85% of respondents rating the training content as excellent or good and 75-87% rating the technical performance, functionalities, navigation and overall look and feel of the platform as excellent or good.

Incyte Academy complements other employee development tools, such as LinkedIn Learning, which we launched globally in January 2023.

Professional Development

Incyte offers challenging and rewarding job assignments, as well as a job enrichment framework to help employees develop skills and advance in their careers. We're working to create an innovative and inclusive culture that provides every individual with opportunities to grow and contribute to their full potential.

Training

To help our employees continue to learn and grow throughout their career journey at Incyte, we offer wide-reaching opportunities for training, professional development and continuing education.

All global employees are eligible for tuition reimbursement to pursue secondary degrees and additional coursework. In 2022, we expanded our tuition reimbursement program, increasing total reimbursement by 60% for master's degrees and by 100% for doctoral degrees. We also debuted our pocket MBA program through the University of Delaware, which launched with 35 participants.

Our training and development offerings are organized by region and by department. In the U.S., we provide leadership development training to all new Incyte managers and newly promoted managers, as well as individuals identified as potential leaders. We also offer skills courses—such as Emotional Intelligence and Insights Discovery Workshops—to help improve internal and external communication.

In North America, our E.D.G.E. (Empowerment, Development, Growth, Engagement) Program connects employees with mentorships, opportunities to network with internal and external leaders and other career development experiences.

In Europe, select managers participate in a leadership training program, which includes modules to build people management and stakeholder management skills. Incyte's European teams also participate in skills courses—such as the Team Effectiveness Workshop and Insights Discovery Workshop—to help improve communication, accountability, decision-making and overall performance.

Also available to our European teams is the Challenge Academy—a five-phase program that encourages future leaders to take on challenging projects and supports them in doing so.

Performance Management

An ongoing collaboration between managers and employees, our Performance Management process enables employees to grow in their careers and set goals that support our strategic objectives. To promote strong performance, employee compensation is tied to the achievement of pre-established yearly goals. At the beginning of each year, employees and their managers work together to establish individual performance and career development goals, as well as identify core competencies and customized functional competencies. Throughout the year, employees and managers monitor and discuss progress and—when appropriate—make adjustments to individual performance and career goals to reflect changes in projects or business priorities.

At each year's end, employees and their managers conduct their respective evaluations of progress toward the established goals.

Succession Planning and Promotion

We actively nurture and develop our internal talent pipeline, providing opportunities for employees to grow within their roles and beyond. By keeping global employees informed of all open roles and newly posted positions, we increase awareness of growth opportunities and facilitate internal promotions.

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

Compensation and Benefits

We're committed to providing competitive, equitable compensation and comprehensive benefits to empower every Incyte employee to thrive at work and at home.

Our expansive total rewards package aims to help our colleagues and their families maintain a healthy lifestyle, achieve work/life balance, plan for retirement and live a less stressful life. All global employees are eligible to participate in the Annual Cash and Equity Incentive programs. Employees who work full-time or at least 20 hours per week are also eligible to participate in our Employee Stock Purchase Plan. We review our compensation and benefits offerings on an annual basis and look for opportunities to enhance them in ways that have a meaningful impact on our employees and their families.

To ensure our employees and their families have access to healthcare, we offer low-deductible healthcare plans and shoulder 100% of the cost of full-time employees' premiums for individual healthcare coverage in the U.S. Incyte employees pay nothing for individual healthcare coverage and only 5% of the premium cost for family medical coverage. Our generous investment in the health and wellness of our employees and their families stands out among biotech companies, 79% of whom require employees to share in the cost of individual healthcare plans and to contribute an average of 26% toward family healthcare premiums.

Equitable Compensation

We're committed to maintaining competitive and equitable compensation for all employees. We regularly benchmark against our compensation peer group and the broader life sciences market. We also conduct annual compensation assessments to ensure fairness and equity. On an annual basis, we review and adjust our base salaries and pay ranges to ensure consistency with market movements.

Annual evaluation of gender, ethnic and racial pay equity is a part of our routine compensation assessment². For the equity analysis, our HR team assesses pay for each role against external competitiveness and internal equity to ensure there is no disparity driven by gender, racial or ethnicity bias. If discrepancies are found without an explanation (i.e., performance, recent promotion, etc.), immediate corrective actions are taken.

²We conduct racial equity analysis in the U.S. only, as ethnicity data is not collected outside of the U.S.





Benefits

We offer a comprehensive and competitive benefits package to all employees and benchmark Incyte programs against our industry to make sure we stay competitive and offer our employees the care they need.

In the U.S., for example, employees receive one of the most premium benefits programs in the biotech industry—a healthcare plan with a low deductible, no restrictions and a \$10 copay for medical office visits, counseling services and prescription drugs. Incyte pays for 100% of the plan cost for the employee and 95% of the cost for part-time employees working at least 20 hours per week.

We spend a great deal of time talking to employees about their needs and thinking about how to improve their experience. For example, based on employee suggestions, we initiated a program to assist with elder care. This is in addition to our generous paid time off policy, as well as our recently expanded parental leave policy.

Below are some additional highlights of our U.S. benefits program:

- **TOTAL BRAIN** helps Incyte employees learn to self-monitor and train their brain capacities, screen for potential risks and improve mental health.
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)** supports the emotional well-being of our employees at no cost. Available 24/7, the EAP helps employees with personal and work-related concerns, difficulties and problems.
- **OMADA** provides employees and their adult dependents with coaching, technology and support to reach their health goals, manage diabetes, lower their blood pressure, lose weight or improve overall health.
- **HINGE HEALTH** helps Incyte employees and their adult dependents manage back and joint pain. Enrolled participants receive app-guided exercise therapy, wearable sensors at no cost and access to a personal health coach or physical therapist.
- We support our **LGBTQ+ EMPLOYEES** with gender affirmation care and procedures.

- **AETNA ONCOLOGY SOLUTIONS** provides employees and their families with proactive, ongoing support and access to better quality cancer care.
- **HEALTH ADVOCACY SERVICES** assists employees and their dependents with healthcare and insurance, enabling them to make informed healthcare decisions, schedule tests, find the right doctors and hospitals and resolve medical billing issues.
- **WELLTHY CAREGIVING CONCIERGE SERVICE** helps employees and families manage and navigate financial, medical, legal, in-home, housing and social/emotional support in any capacity—big or small—related to aging care, childcare, health conditions, special needs, mental health, U.S. veteran support and financial hardship.
- **LEVERAGE CONCIERGE** provides employees and their families with unlimited, complimentary virtual personal assistance, information and referrals to address life's many responsibilities. This includes tasks like home and car repairs, travel and event planning, pet care, local errands and much more.
- **MILK STORK** supports our breastfeeding employees while on business travel, providing express shipping or easy toting of refrigerated breast milk home to baby.
- **TELADOC TELEMEDICINE** offers virtual office visits for behavioral health, dermatology and urgent care.
- **INCYTE ENGAGED BENEFITS APP** provides personalized, one-stop shopping to make benefits information easily accessible to employees.

We also offer our employees access to a range of other wellness resources, including webinars on financial wellness, stress management/depression, health nutrition and meditation techniques; onsite and virtual fitness and yoga classes; discounted memberships to nationwide gyms and a **Wellness Video Library** that includes new monthly fitness, mindfulness and cooking demos.

Details of our full U.S. benefits program are available on [our website](#).

Diversity and Inclusion

Developing best-in-class solutions for our patients requires a collaborative, innovative and inclusive culture. Incyte is committed to fostering an environment that creates space for colleagues to bring their unique abilities, experiences, perspectives and backgrounds in developing treatments for patients with critical, unmet medical needs.

Our commitment to inclusion is included in our [Code of Business Conduct and Ethics](#) and enacted by our Inclusion Committee in the U.S., which oversees our efforts to hire, retain and develop diverse talent and promote diversity in our selection of suppliers and in clinical trials.

As of December 31, 2022, 35% of our U.S. workforce self-reported as non-white—a number comparable to the 2020 U.S. Census data from the State of Delaware (41% non-white³), where our Global Headquarters are located. Given various privacy restrictions, we do not request racial and ethnic diversity data outside of the U.S. Once available, we publish our full EEO-1 reports on our [website](#).

³Statistic 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.

⁴Three of our 13 Executive Team members are located outside of the U.S., and therefore are not included in ethnic/racial diversity statistics.

2022 Gender, Racial and Ethnic Diversity Data

GLOBAL EMPLOYEE GENDER DIVERSITY

52%
women employees

33%
women directors on board

41%
leadership positions filled by women (director and above)

31%
women on executive team

U.S. EMPLOYEE RACIAL AND ETHNIC DIVERSITY

White 65%

Asian 24%

Black/African American 6%

Hispanic/Latin 4%

Two or more races 1%

Pacific Islander 0%
Native 0%

11%
ethnically/racially diverse directors on the 2022 board (global)

11%
LGBTQ+ directors on the 2022 board (global)

40%⁴
ethnically/racially diverse members of the 2022 executive team

Diverse Leadership

Our life experiences create a powerful filter through which we see and engage with everything and everyone around us. Diversity in leadership means greater depth and breadth of experience and perspective and, in turn, a greater ability to relate to our employees and the needs of the patients we serve. In 2022, 31% of our Executive Team positions were filled by women and 40%³ of our Executive Team was ethnically or racially diverse.

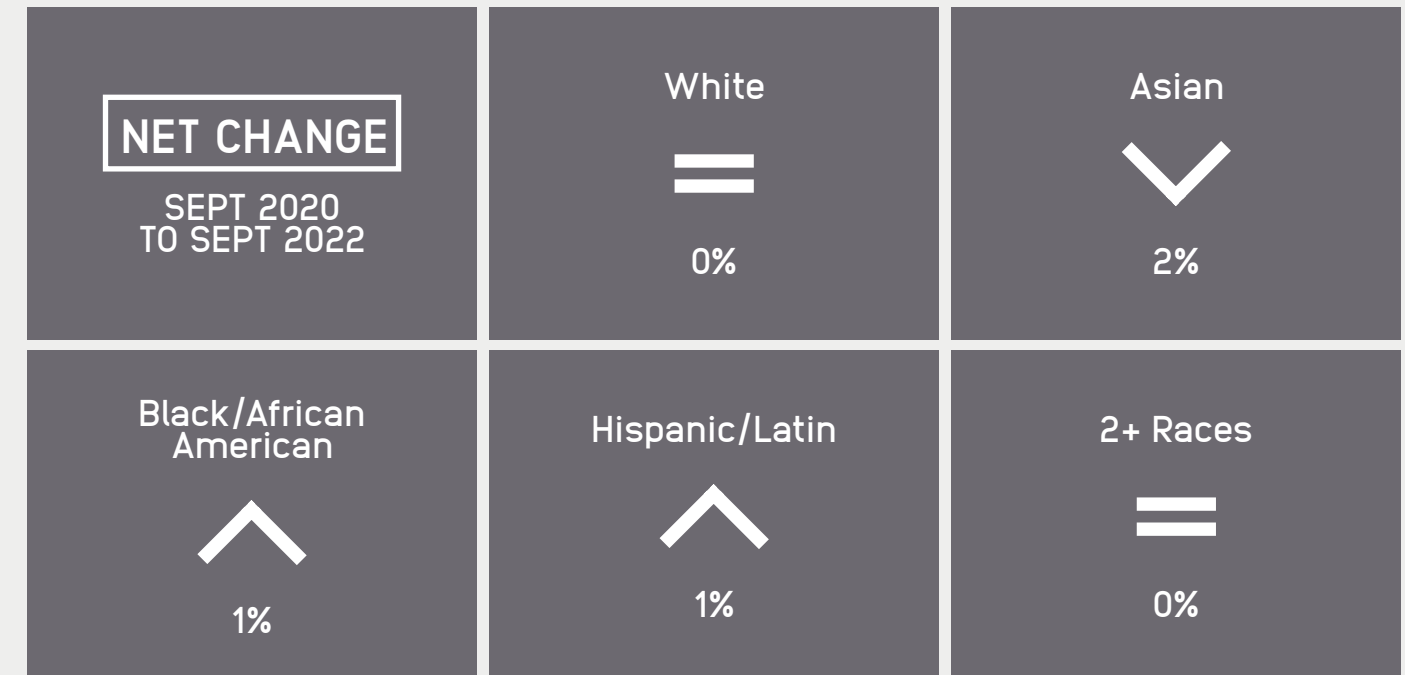
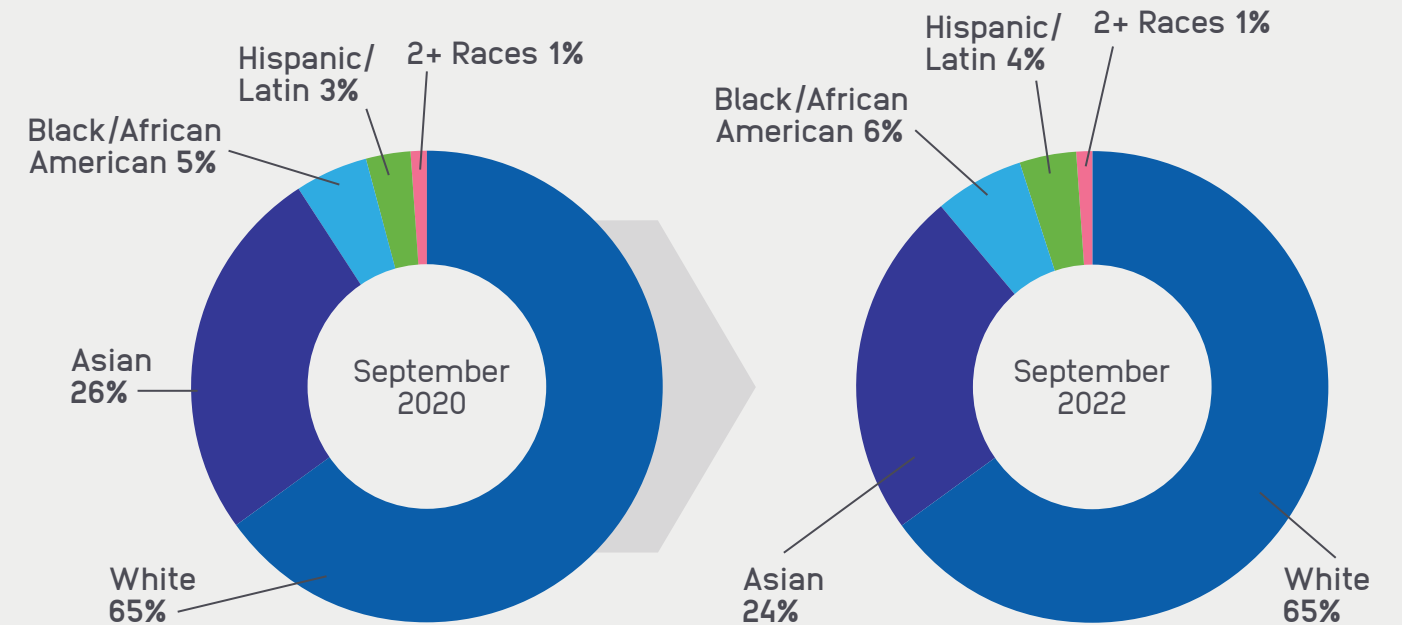
U.S. Inclusion Committee

We support actions that remove barriers and provide increased opportunities to historically marginalized groups. Our Inclusion Committee in the U.S. creates actionable plans to ensure our diversity and inclusion goals cascade across our operations. Co-chaired by our CEO and our Head of Human Resources, the Committee has established five key sub-committees, each with a different area of focus:

1. Hire
2. Develop and Retain
3. Awareness
4. Clinical Trial Diversity
5. Supplier Diversity

U.S. Ethnicity Report

September 2020 to September 2022



³Three of our 13 Executive Team members are located outside of the U.S., and therefore are not included in ethnic/racial diversity statistics.

Hire

As part of our merit-based hiring process, Incyte recruits from a wide pool of diverse candidates for all open positions within our general workforce, as well as positions within leadership and the Executive Team.

In the U.S., we post all jobs to Historically Black Colleges and Universities (HBCUs) and Jopwell job sites. We also actively participate in job fairs sponsored by the National Black MBA Association, the National Sales Network and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), as well as other professional associations advocating for underrepresented communities.

To promote excellence and diversity in our candidate pool, we also partner with universities in our region. In 2022, we launched a co-op program for Black and brown students from institutions such as the University of Delaware, Rutgers University, Delaware State University and Jefferson University.

Our partnership with the University of Delaware's Scientific Mentoring & Diversity Program (SMDP) is a critical part of our diverse hiring success. Now in its second year and third cohort of scholars, the SMDP for Biotechnology is a prestigious program that pairs diverse students (post-baccalaureate, master's or doctorate) and early career researchers with mentors who work at companies in the medical technology, biotechnology and consumer healthcare industries.

In fall of 2022, we hosted 12 SMDP for Biotechnology scholars on our Wilmington campus for a full day of learning, networking and speed mentoring. Mentees and mentors also toured our labs and spent time getting to know each other and Incyte.

Our 2023 goal is for at least 75% of all open U.S. positions to have at least one Black or Hispanic candidate represented in the candidate pool.

Develop and Retain

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

Mentorship provides a pipeline for leadership development and retention. In 2023, Incyte will pilot our new Reverse Diverse mentoring program, a modified form of the traditional mentorship model. Like most mentorship programs, Reverse Diverse mentoring encourages personal and professional growth, but with a twist—the program puts leaders in the role of mentee to their less senior mentor. The program is designed to help Incyte's leaders (mentees) from majority communities learn about diversity issues through the lived experiences of their junior colleagues (mentors) from traditionally marginalized communities. The 2023 rollout of the program is part of our broader effort to enhance diversity and inclusion considerations in our everyday business decision making.

Awareness

To foster an authentic culture of inclusion and diversity, we must help every Incyte colleague feel welcome and heard. In 2022, we created more opportunities for open discussions about diversity and inclusion through our company-wide Global Town Hall events and on our new Intranet page. We also introduced Inclusion initiatives at our North American team meeting and rolled out new Equal Employment Opportunity Commission (EEOC) training and hiring practices for U.S. managers.

Celebrating Diversity

We celebrate many cultural observances throughout the year to raise awareness, foster dialogue and honor cultural traditions. In addition to commemorating Kwanzaa, Hanukkah and Christmas at all locations in 2022, we hosted two large, in-person events on our Wilmington campus.

In February, nearly 500 Incyte employees celebrated Lunar New Year. The event featured individual performances by Incyte employees, Incyte's employee choir and invited performers—all of which celebrated and showcased the cultures of our diverse employees. Employees were also treated to a Chinese culinary demonstration by a fellow employee.

In October, Incyte brought the warm lights and rich hues of Diwali to Delaware with a Festival of Lights celebration for Diwali, or Dipawali, India's biggest and most important holiday of the year. More than 400 employees enjoyed an afternoon of cultural performances, arts and cuisine, presented by Incyte colleagues.

Clinical Trial Diversity

We take action to ensure that a diversity of ethnicities are represented in our clinical trials in order for researchers to understand and treat disease across all communities. To read more about our efforts in this space, see page 15.

Supplier Diversity

We partner with suppliers to promote inclusion and diversity in our strategic sourcing practices by enabling diverse businesses to share and grow in the global and local markets⁵. We believe supplier diversity supports our business and helps improve the economies of the communities we serve.

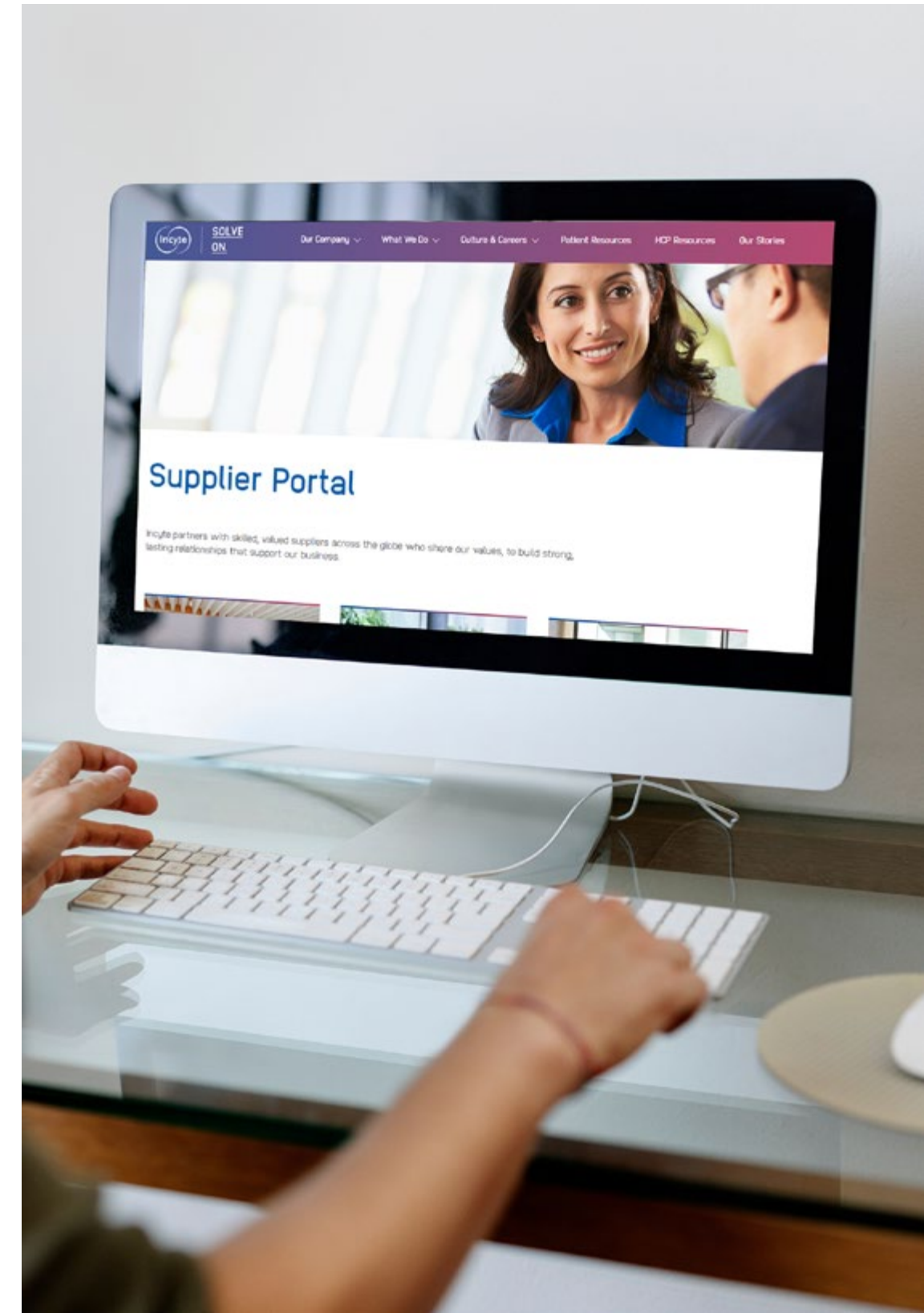
We use multiple external suppliers, consultants and other agency partners to select diverse providers and will continue to explore how to best increase the number of vendors and consultants that are owned by members of underrepresented populations.

Our efforts to enhance supplier diversity continued in 2022 with the launch of our new external supplier section on our [website](#). This new portal makes our strategic sourcing team more accessible to vendors and enables us to more efficiently direct opportunities from diverse vendors to Incyte business owners.

In 2022, we became an active corporate sponsor with the Delaware Black Chamber of Commerce, Diversity Alliance for Science and the Woman's Business Enterprise Council – East. Internally, we launched our first annual Black Business Month Challenge, inviting employees to recommend vendors for inclusion in our diverse vendor spotlights.

In October 2021, we established our baseline for U.S. diversity spending. Within the first year, over 70% of new vendors added were diverse vendors.

⁵Diverse or disadvantaged small businesses fall into one or more of the following categories: minority-owned, women-owned, veteran-owned, LGBT-owned, service-disabled veteran-owned, disabled-owned and/or historically underutilized business.



Safety and Wellness

At Incyte, we're committed to improving the world's health, and we aim to conduct all business in a manner that protects people and the environment. Compliance with applicable Environmental, Health and Safety (EHS) regulatory requirements is both our responsibility and our policy, and we continually work to improve our EHS management systems and performance.

It's our philosophy that everyone at Incyte—including full- and part-time employees and contractors—shares a responsibility to reduce risk, prevent injuries and maintain a safe and healthy workplace for all. This strong safety culture is a fundamental part of how we work, and our Executive Team is committed to providing the resources necessary to achieve our shared goal.

To promote safety performance, the Incyte BioPlant, our first manufacturing site in Yverdon-les-Bains, Switzerland, developed strict, site-wide and group-specific safety Key Performance Indicators (KPIs) to protect our employees and contractors. Contractors are required to have their own safe operating procedures, as well as risk assessments for planned work. The site aims to achieve zero injuries by following standard operating procedures.

	2022	2021	2020
Lost Time Incident Rate (LTIR) ⁶	0.17	0.1	0.3
Total Recordable Incident Rate (TRIR)	0.43	0.24	-
Fatalities	0	0	-

EHS Training

To protect our colleagues and our planet, we provide extensive safety training during the onboarding process. All laboratory and manufacturing employees receive training specific to potential hazards—including waste handling—associated with their roles. We also provide regulatory-related training to laboratory employees upon hiring, upon a change in individual job responsibilities and on an annual basis.

To further emphasize safety within our teams, we conduct periodic safety walk-throughs (Gemba Walks) and any potential hazards noted are promptly addressed.

In the U.S., we collect information on incidents and near misses to help prevent future EHS incidents. We also conduct hazardous reaction reviews for large-scale reactions in chemistry and provide appropriate guidance to mitigate risk.

Emergency Preparedness

To ensure continued safe and effective operations in the event of an emergency at our U.S. facilities, we have several crisis protocols and preparedness measures in place. We provide training for all new office-based employees in the U.S. and have staff certified in First Aid and CPR to respond to medical emergencies. Should our Global Headquarters lose power, we have the ability to maintain equipment, refrigerators and freezers with critical samples to allow work to continue.

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



Well at Work

Ergonomic workstations go a long way to promoting safety and supporting the health and comfort of our employees. By providing personalized, adaptive equipment like standing desks, customized lighting solutions and adjustable monitor arms, our ergonomics program makes it easy for our employees to stay physically comfortable while they work. We use a combination of tools to promote ergonomics at work, including flyers, checklists and digital health solutions.

⁶Injury rates calculated according to OSHA guidance. Number of injuries and illnesses X 200,000/Employee hours worked. Employee # averaged across entire year of 2022. 2020 represents U.S. numbers only.

ENVIRONMENT

According to the World Health Organization (WHO), climate change now presents the greatest global health threat to humanity. We believe this inextricable link between health and climate creates a unique responsibility for our industry to take meaningful action to help combat the adverse consequences of a warming world.

As leaders in biopharmaceutical innovation, we are committed to setting goals and developing solutions that decrease our environmental impact, increase transparency and drive meaningful change as we work to improve the lives of the patients we serve.

Environmental Targets and Progress

As we continue to grow our global organization, we remain committed to minimizing our environmental impact and advancing progress against our sustainability goals, including our key target: to achieve operational carbon neutrality by 2025.

In 2021 and 2022, we opened 2 new facilities—our BioPlant in Yverdon-les-Bains, Switzerland and Building 1709 at our Global Headquarters. **These additions to our building portfolio were the primary drivers for the increase in our 2022 environmental footprint.**

TARGET	PROGRESS
Achieve operational carbon neutrality by 2025	Our key environmental target is to be operationally carbon neutral by 2025 through a combination of absolute emissions reductions and offsets. To achieve this goal, we are focused on green building certifications, building improvements and renewable energy to continue to reduce our Scope 1 and 2 emissions. By implementing these efforts, from 2019 through 2021 we offset our calculated Scope 1 and 2 emissions and achieved neutrality.
Receive Green Globes Certification for newly constructed Building 1815 at Global Headquarters	After our Global Headquarters Building 1815 was completed, we worked with the Green Building Initiative (GBI ⁷) and were the first building to receive Green Globes Certification as part of the 2021 GBI Existing Buildings pilot program. Building 1815 received three out of four Green Globes.
Report under the Task Force on Climate-Related Financial Disclosures (TCFD) Framework by 2023	The Index of this report contains our TCFD disclosure.
Complete transition of Sales Fleet to hybrid and electric vehicles by 2025	Despite experiencing delays due to the COVID-19 pandemic and vehicle availability, we're making progress towards this goal.

⁷An international nonprofit organization, GBI evaluates building efficiency related to electricity, waste, water and other features.



Environmental Oversight

The entirety of our Board of Directors oversees our ESG strategy—which includes targets and initiatives that aim to reduce our environmental impact. Board Committees are responsible for various elements of ESG; for example, our Audit Committee oversees risk management and the Compensation Committee oversees compensation-related goals and targets, as well as our progress against these targets. At the management level, each Incyte location takes responsibility for monitoring and driving down its emissions, water use and waste.

Linking Compensation to Environmental Goals

To signal the importance of and drive meaningful progress against key ESG priorities, the Compensation Committee of our Board integrated ESG into our 2022 compensation targets. For the first time, 5% of our annual incentive cash bonus program was tied to three specific, measurable, short-term ESG targets, two of which were related to our environmental footprint:

1. Reduce single-use plastic products by 70% in all regions

By focusing on eliminating single-use plastic in our office cafeterias, we were able to significantly reduce waste generated by Incyte employees and directly engage our global workforce in our ESG efforts. In the U.S., we reduced single-use plastics across our cafeterias by 77% on average. In Japan, we diverted more than 6,500 plastic cup lids alone, with a continued focus on switching drinking water supply to reusable bottles. Through these efforts, among others, we achieved our target across all locations.

2. Achieve at least 3 of 4 available Green Globes for Building 1709

In January of 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 been working from two leased facilities. The new 1709 building achieved three Green Globes toward certification, meeting our 2022 target.

In 2023, we will link 3% of our bonus incentive program to three specific, measurable ESG goals, including one related to environment:

Develop a global emissions reduction and mitigation plan to achieve our corporate operational carbon neutrality goal by 2025

Reducing emissions and achieving operational carbon neutrality by 2025 requires action at each of our sites and coordination across our business. This year, we're committed to developing a global emissions reduction and mitigation plan to get us to our 2025 goal and identify additional actions beyond 2025. Our plan will center on specific, measurable targets and larger-scale initiatives to decarbonize our operations, reduce our environmental impact across our business and help to build a healthier planet.

Reducing Emissions

Achieving carbon neutrality by 2025 in our Scope 1 and Scope 2 emissions will require innovative solutions across all of our operations. We're taking action to reduce absolute emissions by sourcing renewable energy and also responsibly constructing and operating owned facilities to reduce our environmental impact and improve energy efficiency. Additionally, as we convert our sales fleet to hybrid/electric vehicles (EVs), we're also providing free EV charging for our employees' electric vehicles at our facilities—removing a barrier to our colleagues' conversion to a cleaner commute.

In 2022 at our Global Headquarters, we provided over 170,000 kWh (170 MWh) of electricity for charging employee vehicles. We currently have 90 chargers for the site—40 at Building 1815 and 50 at Building 1709.

Increasing Transparency Around Our Emissions Disclosures

For this report, we expanded our emissions disclosure to include leased and owned facilities, as well as the emissions of our global sales vehicle fleet. For the first time, we also conducted a Global Commuter Survey to capture data about employees' commutes to our offices in 2022. Given our operational footprint and supply chain, Scope 3 upstream and downstream emissions are our most significant by far so we're working to understand and quantify these emissions to establish a baseline and, in turn, create a plan to reduce our impact. In this report, we include three additional categories of Scope 3 emissions: Fuel and energy related activities; Waste generated in operations and Employee commuting. In the coming year, we plan to continue to expand our disclosure to include Category 1, purchased goods and services and capital goods, as well as Category 2, capital goods. We also plan to undertake a pilot Scope 3 emissions assessment of Jakafi (ruxolitinib), one of our marketed oncology medicines, to help us understand its environmental footprint and establish a method for evaluating additional approved products in the future.

Scope 1 and Scope 2 Emissions⁸

Metric	2022	2021	2020	2019
Scope 1 emissions (MTCO₂e) Total	8,148	6,371	4,689	4,775
Scope 1 emissions: Owned Buildings	4,396	2,840	2,168	1,952
Scope 1 emissions: Leased Buildings	859	1,425	1,205	1,146
Scope 1 emissions: Global Fleet ⁹	2,892	2,105	1,317	1,677
Scope 2 emissions (Location-based) (MTCO₂e) Total	6,375	5,607	6,586	7,458
Scope 2 emissions: Owned Buildings	5,177	3,484	4,659	5,233
Scope 2 emissions: Leased Buildings	1,196	2,123	1,927	2,224
Scope 2 emissions: Global Fleet ⁹	1	NA	NA	NA
Total Scope 1 & Scope 2 emissions (Location-based) (MTCO₂e)	14,522	11,977	11,275	12,233
Scope 1 and Scope 2 emissions intensity (Emissions/\$1M revenue)	4.3	4.0	4.2	5.7
Scope 1 and Scope 2 emissions intensity (Emissions/1K square foot)	14.2	14.6	13.7	20.5
Scope 1 and Scope 2 emissions intensity (Emissions/employee)	8.4	7.9	7.5	8.9
Scope 2 emissions (Market-based) (MTCO₂e) Total	1,260	946	6,586	7,458
Scope 2 emissions: Owned Buildings	71	36	4,660	5,235
Scope 2 emissions: Leased Buildings	1,185	910	1,926	2,223
Scope 2 emissions: Global Fleet ⁹	4	NA	NA	NA
Total Scope 1 & Scope 2 emissions (Market-based) (MTCO₂e)	9,408	7,317	11,276	12,234
Scope 1 and Scope 2 emissions intensity (Emissions/\$1M revenue)	2.8	2.5	4.2	5.7
Scope 1 and Scope 2 emissions intensity (Emissions/1K square foot)	9.2	8.9	13.7	20.5
Scope 1 and Scope 2 emissions intensity (Emissions/employee)	5.5	4.8	7.5	8.9

⁸Some total figures may not add up due to rounding. Our 2019 baseline and 2020 and 2021 historical numbers were recalculated because new historical activity data was made available, we implemented improved internal data collection and reporting systems, and to better align our GHG Inventory with the GHG Protocol Corporate Standard and potential future GHG reporting requirements.

⁹Includes leased and owned vehicles. 2022 includes our full global fleet; 2021-2020 figures are U.S. only.



Scope 3 Emissions⁸

Metric	2022	2021	2020	2019
Category 3: Fuel- and Energy-Related Activities	3,589	2,959	2,800	2,909
Category 5: Waste Generated in Operations	405	207	213	253
Category 6: Business Travel (Global Air Travel) ¹⁰	3,628	1,058	718	4,006
Category 7: Employee Commuting ¹¹	3,700	NA	NA	NA
Scope 3: Total Categories 3, 5, 6, 7	11,323	4,225	3,731	7,168

Limiting the Environmental Impact of our Facilities

Our owned facilities are our largest source of operational emissions and—when we look to reduce our Scope 1 and Scope 2 emissions—present our primary opportunity to reduce our environmental impact. We own one manufacturing facility in Yverdon, Switzerland and three office and research buildings at our Global Headquarters in Wilmington (1709, 1801 and 1815). All other facilities are leased.

In the U.S., we use the Green Building Initiative (GBI) Green Globes assessment and have certified two of our three owned buildings. An international nonprofit organization, GBI is dedicated to reducing climate impacts from buildings by evaluating building efficiency related to electricity, waste, water and other features.

U.S.-owned Buildings

Since the start of 2021, we've sourced 100% renewable electricity for Buildings 1801 and 1815 on our Delaware campus through the purchase and retirement of renewable energy certificates (RECs). We also purchased additional RECs once Building 1709 opened in January 2022. Through our building automation system, we can monitor our critical mechanical systems and receive alerts for abnormal resource usage, allowing us to spot and proactively correct issues.

By purchasing RECs for our newly-opened Building 1709, we continue to power our Global Headquarters with 100% renewable electricity.

Building 1709

In 2022, we opened a new, roughly 200,000-square foot research and development facility on our Delaware campus. Building 1709 incorporates state-of-the-art technologies and functionality to limit our environmental impact, including a system that captures and recycles heat and energy from building air. The facility also features smart lighting systems to improve energy efficiency and 50 EV charging stations to promote lower-emissions commuting. Water for site irrigation is partially sourced from an on-site rainwater collection system.

⁸Some total figures may not add up due to rounding. Our 2019 baseline and 2020 and 2021 historical numbers were recalculated because new historical activity data was made available, we implemented improved internal data collection and reporting systems, and to better align our GHG inventory with the GHG Protocol Corporate Standard and potential future GHG reporting requirements.

¹⁰Represents only global air travel.

¹¹We began to track this data starting in 2022.

Building 1801

Long before Building 1801 became home to our R&D laboratories and offices, the roughly 191,000-square foot building housed a department store. Incyte renovated the late-19th Century building in 2014 and we continue to upgrade the building to lower its environmental impact. In the past few years, we have made improvements including an HVAC system upgrade and conversion to LED lighting for improved building efficiency. Given its age, Building 1801 is our most resource-intensive owned building. In 2023, we plan to conduct an energy and water audit to identify opportunities to further reduce its resource use.

Building 1815

With more than 150,000 square feet of office space and a number of recent advanced building efficiency features, Building 1815 achieved Green Globes certification in 2021, making it the first building to be certified through the GBI's Green Globes for Existing Buildings 2021 pilot program. The building achieved 3 out of 4 possible Green Globes for demonstrating outstanding resource efficiency, reducing environmental impacts and improving occupant wellness. Among the notable features that contributed to 1815's Green Globes certification are a stormwater management system that helps conserve water and automated lighting systems that optimize according to sunlight and occupancy.

Incyte BioPlant

Our manufacturing site in Yverdon-les-Bains, Switzerland follows strict environmental protection and energy consumption standards and regulations. An energy management team composed of Engineering, EHS and other stakeholders monitors energy use, identifies and corrects unusual usage and highlights opportunities to improve efficiency. The BioPlant boasts several state-of-the-art design features to optimize energy efficiency, including:

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

A recent study of the building's energy consumption revealed very few additional opportunities to reduce energy consumption and increase efficiency—demonstrating the success of our work to date. Despite our progress, we are committed to exploring new and innovative ways to decrease our environmental impact.

Energy Consumption – Buildings Only⁸

Metric	2022	2021	2020	2019
Total Fuels Consumed (GJ)	99,055	81,034	63,532	59,220
Total Electricity Consumed (GJ)	88,980	78,102 ¹²	83,713	85,373
Total Electricity Consumed for EV Charging (GJ)	749	427	78	-
Total Energy Consumed (Fuels and Electricity) (GJ)	188,784	159,564	147,323	144,593
% Energy Renewable Biomass	0%	0%	0%	0%
% Energy Natural Gas ¹³	52%	51%	43%	41%
% Energy Propane	0%	0%	0%	0%
% Energy Petroleum Products (Diesel, Heavy Oil, Gasoline) ¹³	0.9%	0.3%	0.2%	0.1%
% Steam ¹³	0.1%	0.1%	0.2%	0.2%
% Purchased Electricity ¹³	47%	49%	57%	59%
Building Energy Intensity (Energy use/1k sq. Foot)	173.9	183.6	170.1	229.2
# Electric Car Charging Ports¹⁴	94	44	40	-

⁸Some total figures may not add up due to rounding. Our 2019 baseline and 2020 and 2021 historical numbers were recalculated because new historical activity data was made available, we implemented improved internal data collection and reporting systems, and to better align our GHG Inventory with the GHG Protocol Corporate Standard and potential future GHG reporting requirements.

¹²This includes 11,400 kwh consumed from solar panels at Morges. This consumption was not reported for any other year.

¹³% energy consumption is of total Building Energy Consumption and excludes energy consumed by Global Fleet and energy consumed for EV Charging.

¹⁴This figure includes only charging ports at our owned facilities.

Leased Buildings

Our commitment to reducing our environmental impact isn't limited to the buildings we own. Our European Headquarters in Morges, Switzerland, for example, is a leased property operating with 100% renewable electricity, partially generated by the more than 500 m² of solar panels located on the roof. The facility also features a robust waste management process, where we collect, sort and recycle 17 different types of material.

The location of the Morges facility contributes to a reduction in the environmental impact of our colleagues' daily commute. The site's proximity to public transportation—along with our continued encouragement to maximize the use of public transportation—has resulted in a 20% decrease in the number of employees commuting by car.

Greencyte: Incyte's Green Team

Greencyte, our global employee Green Team, drives internal awareness of important environmental issues by creating programming throughout the year. Formed in 2019, Greencyte has worked to set goals, solicit employee ideas, make recommendations and raise awareness of opportunities to reduce our environmental impact.

Greencyte hosted a number of programs in 2022, including Earth Day celebrations at our offices. Among the highlights was a special Earth Day menu in employee cafeterias, designed to raise awareness of the environmental benefits of vegetarian, pescatarian and locavore diets. Our U.S. cafeterias also provided coffee grounds for employees to take home to compost.

Swiss employees also participated in several Greencyte Clean-Up Days in 2022. In partnership with the Summit Foundation, 64 Incyte employees donated 512 volunteer hours and collected nearly 300 lbs. of waste and recyclables along rivers and canals near our Yverdon and Morges facilities.

Offsetting Emissions

Through our 2019, 2020 and 2021 investments in verified carbon credits, we offset 100% of our calculated Scope 1 and Scope 2 emissions and progressed toward achieving our carbon neutrality goal.

In 2021, we began a partnership with NCX (Natural Capital Exchange) to source local carbon credits that bring co-benefits to our community. We've worked with NCX to help protect local forests owned by individual landowners—conserving trees that would otherwise be harvested for income. Our partnership supports large and small landowners in our community while also working to achieve our carbon reduction goals.

Our 2021 offsets benefited 69 landowners and resulted in 21,913 acres of deferred harvest—a win for communities and for the environment. For 2022 emissions, we plan to purchase offsets again to maintain carbon neutrality.



Water

Incyte is committed to monitoring and, where possible, reducing water use. To reduce water use and detect leaks at our Global Headquarters, we've installed water presence sensors in high-use areas. To facilitate more efficient water use on campus, all new and renovated spaces are outfitted with motion- and presence-sensor faucets. To manage stormwater, the site uses bio-retention facilities, underground detention tanks and porous pavers and asphalt. Another storm water management feature, green roofs, are employed at both our Global Headquarters and our biological manufacturing facility in Yverdon-les-Bains.

We comply with all wastewater permitting and handling based on local regulations. As part of our chemicals and hazardous waste management, all employees and contractors who generate chemical or biological waste receive annual training to prevent residue from potentially entering the environment. Local officials conduct annual wastewater inspections at our U.S. research buildings, further confirming our compliance. While we have no Active Pharmaceutical Ingredient (API) production plants, we do rely on third parties to produce APIs. The third parties we work with are expected to adhere to our [Code of Business Conduct and Ethics](#), which requires them to act in a way that respects and protects the environment.

Water Consumption^{8,15}

	2022	2021	2020	2019
Water Usage (megaliter)	164	134	81	97

Waste

We work to reduce raw consumption, comply with regulators and create opportunities to use the waste we generate. Our waste reduction efforts center on utilizing landfill-free practices for both non-hazardous and hazardous waste, where possible. All non-hazardous waste is sent to a landfill-free waste and recycling company, where it is converted into energy—as of 2022, all owned Incyte facilities are now landfill-free, including our manufacturing site. All hazardous waste is recycled, reused, fuel-blended or otherwise disposed of at a disposal facility overseen by regulatory authorities; all hazardous waste at our Global Headquarters in Delaware is managed in compliance with Environmental Protection Agency (EPA) regulations.

⁸Some total figures may not add up due to rounding. Our 2019 baseline and 2020 and 2021 historical numbers were recalculated because new historical activity data was made available, we implemented improved internal data collection and reporting systems, and to better align our GHG Inventory with the GHG Protocol Corporate Standard and potential future GHG reporting requirements.

¹⁵This data table only includes reported water consumption, which represents 81%, 61%, 78%, and 91% of Incyte's global building square footage in 2019, 2020, 2021, and 2022, respectively. These figures include leased and owned facilities.

¹⁶This data table only includes reported waste, which represents 81%, 62%, 77%, and 91% of Incyte's global building square footage in 2019, 2020, 2021, and 2022, respectively. Waste metrics include leased and owned facilities.

¹⁷Special waste and Infectious waste are classified as Hazardous Waste.

Although we don't have any production facilities in the United States, we do have laboratories at our Global Headquarters. In these labs, we provide hazardous waste training for all individuals who handle chemicals and hazardous waste—whether lab employees or Facilities and EHS teams, upon hiring and annually thereafter. Our colleagues also discuss waste as necessary during regular group safety meetings.

With our move into the new 1709 Building in early 2022, all U.S. leased and owned facilities are 100% landfill-free as of December 31, 2022.

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

Waste (Metric Tons)^{8,16}

	2022	2021	2020	2019
Total Waste Generated (MT)	1,136	652	852	663
Total Waste Recycled (MT)	378	295	534	326
HAZARDOUS WASTE¹⁷				
Total hazardous waste	465	122	86	99
Total hazardous waste incinerated with energy recovery	92%	75%	68%	75%
Total hazardous waste incinerated	8%	25%	32%	25%
NON-HAZARDOUS WASTE				
Total non-hazardous waste	671	529	766	563
Total non-hazardous waste recycled	56%	56%	70%	58%
Total non-hazardous waste incinerated with energy recovery	43%	44%	21%	19%
Total non-hazardous waste incinerated	0.3%	0.1%	0.1%	0.2%
Total non-hazardous waste landfilled	0%	0%	10%	23%

GOVERNANCE AND RISK MANAGEMENT

Strong ethics and good governance are fundamental to our success and to building long-term value for our shareholders and a positive impact for our patients, colleagues, community and environment. Our Board of Directors sets high standards, guides our business strategy and, as our highest level of oversight, ensures that we practice good governance.

Corporate Governance

We believe engaged directors with a diverse range of experience are vital components of strong oversight. The individuals who comprise our Board bring a depth of scientific knowledge, a range of industry expertise and a sense of integrity to our business. They're successful, experienced individuals who understand our business and have the skills to facilitate long-term success.

To ensure Incyte has the right Board at the right time, our Board of Directors is assessed regularly to maintain a diverse mix of perspectives, backgrounds and experience and a complementary balance of new, mid-term and tenured directors.

Board Expertise

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

Board Diversity

Diversity is an important consideration in the nomination and selection process for our directors. Incyte’s Board is committed to identifying and evaluating highly qualified candidates who bring different perspectives and ideas, including those with diverse backgrounds and ethnicities. Representative of this, our Board’s make up as of year-end 2022 included three directors who were born in Europe, one director who self-identifies as Black/African American, one director who self-identifies as LGBTQ+ and three directors who self-identify as women.

Recognized as a 2022 Champion of Board Diversity by the Forum of Executive Women, 33% of our Board seats are held by women as of December 31, 2022.

ESG Oversight

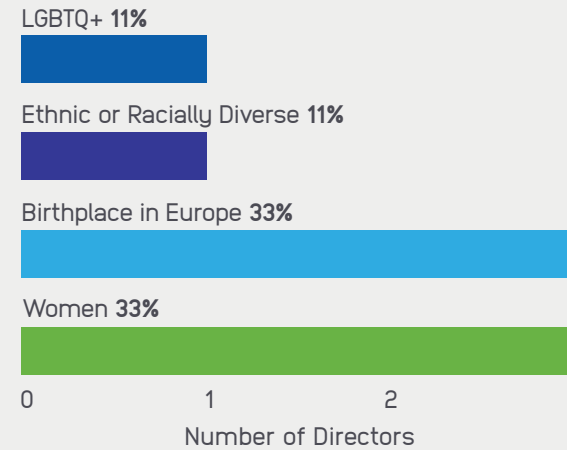
Incyte’s CEO and Executive Team drive our global responsibility initiatives at the management level, providing updates on set objectives to the entire Board of Directors twice a year. The Executive Team also provides updates to specific Board committees, which are responsible for various elements of our ESG program. In 2022, we expanded our management of ESG, introducing a new part-time position specifically focused on ESG, which then became a full-time dedicated employee in early 2023.

Risk Management

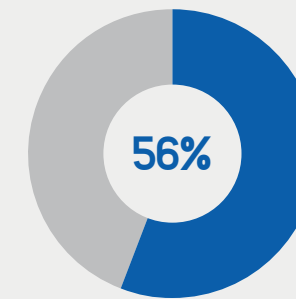
While the responsibility for monitoring and mitigating risk rests with management, the Board receives regular updates on risk reports and insights. The Board and its committees oversee the process of properly identifying, assessing and mitigating risks in conjunction with executive management.

Our risk management oversight process includes reviews of long-term strategic and operational planning, executive evaluation, development and succession planning, regulatory and legal compliance and financial reporting and internal controls.

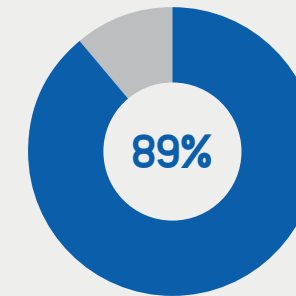
Diversity



Holds PHD or MD

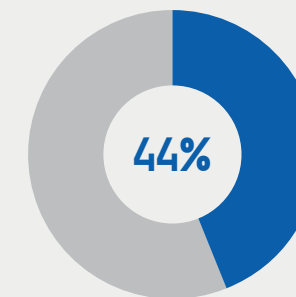


Independence



Board Refreshment

4 of 9 nominees elected in last 5 years



Incentivizing ESG Performance

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

1. Achieve a minimum rate of 70% of all open positions in the U.S. having at least one Black or Hispanic candidate represented in the candidate pool in 2022
2. Reduce single-use plastic products by 70% in all regions
3. Achieve at least 3 out of 4 available Green Globes towards certification for Building 1709, our new Global Headquarters building which opened in early 2022

We achieved our 2022 ESG goals, and added three new goals for 2023 tied to 3% of our bonus incentive program:

1. Develop a global emissions reduction and mitigation plan to achieve our corporate operational neutrality goal by 2025
2. At least 15% of global employees participate in community volunteer activities through the use of the employee volunteer day
3. Achieve a minimum rate of 75% of open positions in the U.S. having at least one diverse (Black or Hispanic) applicant



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 driven innovations in biomedical research practices around the world, from the development of more humane methodologies and better animal housing and husbandry to the exploration and adoption of alternatives to animal research. At Incyte, we encourage employees to continually advance the 3Rs. In 2022, we recognized our 4th Annual 3Rs Awards—where employees share innovations in research that directly address these principles.

Responsible Research and Development

At Incyte, we recognize the great responsibility we have to our patients, colleagues and shareholders, as well as the biomedical research community. Our commitment to high ethical standards and strict compliance ensures the integrity of our research contributing to improved scientific outcomes.

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 using animals, both internally and at third party institutions, we're committed to acting ethically and responsibly—in strict compliance with all federal, state and local regulations and in conformance with the performance standards set forth in the [Guide for the Care and Use of Laboratory Animals](#). Our Animal Care and Use Program is overseen by Incyte's Institutional Animal Care and Use Committee (IACUC), and our appointed Institutional Official is our Chief Scientific Officer. Our program has been accredited by AAALAC International since 2015.

Emerging Technologies

Incyte carries out all research in compliance with established regulatory and industry guidelines on the safe and ethical use of emerging technologies (e.g., cell therapies, nanotechnology, genetic engineering or artificial intelligence) 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. Through our partnership with Cellenkos—announced in late 2020—we're using cord blood derived cells in the investigation of the combination of ruxolitinib (Jakafi) and CK0804, Cellenkos' cryopreserved CXCR4 enriched, allogeneic, umbilical cord blood-derived T-regulatory cells, in patients with myelofibrosis (MF).

Ethics and Compliance Program

Incyte has a comprehensive Compliance Program that enables us to 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 regularly enhance our program 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](#). 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 facilitate compliance with the [Code of Business Conduct and Ethics](#), its underlying policies and any relevant laws and regulations.

The Committee oversees adherence to applicable laws and regulations, as well as compliance with the [Code of Business Conduct and Ethics](#) that guides Incyte's actions whenever and wherever we conduct business. 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 bribery of government officials.

To prevent potential misconduct 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
2. We always know our business partners
3. We only make appropriate expenditures
4. We take ownership and responsibility
5. We keep complete and accurate records
6. We follow laws and established guidelines

The third parties with which we do business are held to the same high standards to which we hold ourselves. 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.

Political Involvement

While we encourage our employees to participate in the democratic process, we outline our expectations for involvement in our U.S. Political Activity Policy, as well as in our [Code of Business Conduct and Ethics](#). These policies set forth strict guidance, including:

- The company will not reimburse individuals for political contributions
- Colleagues in managerial positions are expressly prohibited from soliciting donations from those in subordinate roles.

Compliance and Ethics Week

This year, we held our tenth annual compliance and ethics week focused on educating and empowering employees on their role when it comes to ethical and responsible business. We held regional events, provided refresher training through our updated eLearning system and provided engaging resources each day on various compliance topics.

Ethics and Compliance Training & Resources

To support ethical behavior across the organization, we actively communicate our expectations to our employees.

We regularly train employees on ethics and compliance policies and procedures, as well as legal obligations under applicable government healthcare program requirements. Employees receive [Code of Business Conduct and Ethics](#) training and ABAC training when they join the company and complete annual training thereafter. We're proud that in 2022, 100% of Incyte employees that were assigned training completed it successfully.

Through ongoing Compliance newsletters and annual Corporate Compliance and Ethics Week events, we maintain employee awareness about ABAC and the [Code of Business Conduct and Ethics](#) and highlight opportunities for additional training.

To encourage our employees to stay vigilant, our Global Compliance Application is auto-installed on all company-issued cell phones for easy access to important resources and contacts.

Incyte partnered with a third-party vendor to get employees excited about compliance training by creating a gamified compliance training experience. Our innovative Compliance Escape Room Workshops won a Gold Medal for Best Advance in Compliance Training at the 2022 Brandon Hall Awards—the e-learning industry's equivalent of the Oscars.



Ethics and Compliance Reporting

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

During training, employees receive reinforcement about our compliance reporting procedures and our non-retaliation policy, which are also accessible via mobile apps. All of our employees—no matter their level—are encouraged and empowered to raise questions or concerns to their manager, the Compliance Department, Legal Department, Human Resources, the Audit Committee of the Board 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 and open communication, our Compliance Helpline is a confidential, convenient tool to encourage individuals to speak up 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 and 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 ensures that we receive and review submitted Compliance Helpline concerns appropriately and promptly. We regularly monitor, audit and evaluate compliance with our policies and procedures. In the event of a violation of the law or of company policy, we maintain a Reporting and Investigating Allegations of Non-Compliance Policy to address inappropriate conduct and deter potential future violations.

The policy also requires us to respond promptly to potential violations of law or company policy, take appropriate disciplinary action and identify opportunities to enhance policies, training and internal controls to prevent future violations.

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:

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

Transparency

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. We remain committed to maintaining policies and procedures that foster compliance with the [PhRMA Code on Interactions with Healthcare Professionals](#) and their Direct to Consumer [Advertising Principles](#).

To learn more, see our [Code of Business Conduct and Ethics](#) or the [Compliance and Transparency](#) page of our website.

Supply Chain

It's critical that the suppliers, distributors, vendors and other business partners we work with share our values and operate in a responsible and ethical manner. All our partners and third parties are expected to comply with all applicable laws and regulations of the countries, states and localities in which they operate and to uphold the standards and expectations reflected in our [Code of Business Conduct and Ethics](#).

Supplier Audits

We verify our partners (and their third parties) and third parties (service providers, suppliers and subcontractors) through a formal vetting process. The process consists of:

1. Initial due diligence
2. Qualification based on applicable regulatory requirements and our Quality Management System (QMS)
3. Routine evaluation of compliance on an ongoing basis

Our QMS is a collection of the business processes, resources, procedures and practices needed to create high-quality solutions. We use an electronic system to manage suppliers, deviations, change controls, product complaints and spot opportunities for continuous improvement.

In accordance with our QMS, we conduct routine supplier audits. We determine audit frequency based on the risk ratings of suppliers: suppliers rated as "high risk" are audited every year, suppliers rated as "medium risk" are audited every two years and suppliers rated as "low risk" are audited every three years.

These risk ratings take into account the outcome of our previous audits and the supplier's track record of inspections by health authorities (i.e., FDA, EMA, etc.), as well as the type of services provided, our ability to find an alternate supplier and any significant events that may pose a risk to Incyte.

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.

Our Cybersecurity Program

Incyte maintains a robust cybersecurity program overseen by our Audit and Finance Board Committee. Our comprehensive threat and vulnerability analysis and management practices use the National Institute of Standards and Technology (NIST) Cyber Security 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 every six months. 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. There have been no reportable cybersecurity breaches in the past three years.

Cybersecurity Awareness

To build cybersecurity readiness and awareness among our colleagues, 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; employees must undertake additional training in the event of a failed phish test.

In 2022, 100% of our employees and contractors completed cybersecurity best practices training and refresher modules and were tested using phishing simulation campaigns.

To learn more about our data privacy practices, read our [Privacy Policy](#).

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's worked for more than 20 years to deliver novel solutions for our patients, our business most meaningfully contributes to SDG 3: Good Health and Well-Being. Our pursuit of new scientific discoveries, diverse expertise and unique discovery approach fosters innovation and helps us meaningfully impact the lives of our patients.



TCFD

Governance

Board Oversight

The full Board of Directors oversees our ESG strategy. Our strategy includes targets and initiatives that aim to reduce our environmental impact, mitigate climate-related risks and capitalize on opportunities related to climate change. The full Board receives materials prior to each meeting with updates about our ESG programs and initiatives, which occur at least four times annually.

Our Board maintains four standing committees to execute its oversight responsibilities. Two of these committees play a role in our climate and environmental risk mitigation activities:

- The **Audit & Finance Committee** oversees our enterprise risk assessment and management practices, including our assessment of risks described in our [Annual Report on Form 10-K](#).
- The **Compensation Committee** oversees the compensation-related goals and targets that hold management accountable for managing our environmental footprint, as well as management's progress against these targets.

All Board Committees discuss risks that fall under their specific remits; for example, the Audit Committee discusses regulatory risks that might impact SEC reporting, while the Compensation Committee discusses risks related to human capital management.

Management Oversight

Given our international presence, each of our locations is largely responsible for managing its own environmental footprint, as well as the potential risks associated with its environmental footprint. This includes emissions, water use and waste. Sites also manage emergency response plans, which address potential natural disasters and weather-related events that could increase due to climate change. We are currently in the process of developing enhancements to our enterprise risk assessment process. While we currently assess the impact of climate-related risks in connection with our SEC reports, in the future, we intend to further evaluate the more formal incorporation of climate-related risks and opportunities into our processes.

Strategy

At Incyte, we've worked to proactively reduce our emissions—not just to mitigate risk, but because we believe it's the right thing to do. We've historically focused on areas where we can make the most significant impact, primarily buildings. In the future, we plan to undertake a more holistic emissions reduction and mitigation plan to target additional initiatives and continue to drive our strategy forward.

Risk Horizons

Our risk assessment process primarily focuses on short- and medium-term risks. We currently define our risk horizons as:

- Short-term: 0-1 year
- Medium-term: 1-3 years
- Long-term: 3+ years



Risk Type	Climate-Related Risks	Potential Financial Impacts	Time Frame
Transition Risk	<p>POLICY AND LEGAL</p> <p>Risks associated with regulatory developments in and outside of the United States could adversely impact our business. This includes multiple, conflicting and changing laws and regulations in Europe, especially laws and regulations aimed at addressing climate change.</p>	Regulatory developments could significantly increase our costs of operating internationally, prevent us from operating in certain jurisdictions, or otherwise significantly harm our future international expansion and operations, which could have an adverse effect on our business, financial condition and results of operations.	Short- to medium-term
	<p>MARKET</p> <p>Climate change could potentially change prices for raw materials or cause unexpected shortages in availability, which could adversely impact our business.</p>	Market shifts due to climate change could cause increased operational costs.	Medium- to long-term
Physical Risk	<p>ACUTE</p> <p>Our facility in Wilmington, Delaware is our headquarters and is also where we conduct most of our drug discovery, research, development and marketing activities. Natural disasters may disrupt our experiments or our ability to access or use our facility.</p>	The loss of access to or use of our Wilmington, Delaware facility, either on a temporary or permanent basis, would result in an interruption of our business and, consequently, would adversely affect our overall business.	Short-, Medium-, to Long-term
	<p>CHRONIC</p> <p>Rising temperatures and variability in weather patterns could impact our ability to access or use a variety of our locations.</p>		

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, though we will evaluate the more formal incorporation of climate-related risks and opportunities in the future.

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 process to create a formal enterprise-wide risk assessment process.

Metrics and Targets

Our key environmental target is to achieve and maintain operational carbon neutrality by 2025 through reducing emissions and purchasing offsets. This holds us accountable for our day-to-day actions and requires us to think critically about future investments and initiatives, as these have emissions implications and could impact our ability to achieve our target. In addition, we have a secondary target to fully transition our sales fleet to hybrid and electric vehicles by 2025.

To incentivize progress, ESG targets are tied to the annual incentive cash bonus program of our Executive Team and our employees. In 2022, 5% of the program was tied to three ESG targets, two of which aimed to reduce our environmental impact.

We already achieved our carbon neutrality target in 2019, 2020 and 2021, as well as additional critical targets related to green building certification and single-use plastics. 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 targets and compensation, see pages [29](#) and [36](#).

For emissions and energy use metrics, see pages [31](#) and [33](#).

SASB

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Code	Response
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-250a.5	See Clinical Trials, page 14 .
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	(1) 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	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	HC-BP-240b.1	0
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	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 year	HC-BP-240b.3	We do not currently disclose this information.
Drug Safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	0
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	We do not currently disclose this information.
	Number of recalls issued, total units recalled	HC-BP-250a.3	0; 0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	0

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

Topic	Accounting Metric	Code	Response
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 40 .
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	See Team, page 21 .
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	HC-BP-330a.2	We do not currently disclose this information at the group level, however, total voluntary turnover rate was 9.5% in 2022, down slightly from 10.6% in 2021.
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Incyte adheres to the Good Manufacturing Practice (GMP) standards set by the FDA. It is our goal to always operate in compliance with all applicable rules and regulations. As such, we expect that all third parties with whom we do business operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate. The standards and expectations we have for our third parties mirror those which we set for ourselves as reflected in our Code of Business Conduct and Ethics .
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	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 40 .

Activity Metrics

Activity Metric	Code	Disclosure
Number of patients treated	HC-BP-000.A	Over 200,000.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	(1) 8 approved products.

