



# GLOBAL RESPONSIBILITY REPORT

---

2024



# CONTENTS



## 03 Introduction

About This Report  
 Message from the CEO  
 About Incyte  
 2024 Highlights

## 07 Patients and Innovation

How We *Solve On.*  
 Access to Medicine  
 Patient Education and Awareness  
 Patient Advocacy  
 Clinical Trials

## 16 Community

Incyte Charitable Giving Foundation  
 Community Service Program  
 Matching Gifts Program

## 18 Team

Awards and Recognition  
 Culture of Innovation  
 Professional Development  
 Compensation and Benefits  
 Inclusion  
 Safety and Wellness

## 25 Environment

Environmental Targets and Progress  
 Environmental Oversight  
 Emissions Reduction  
 Scope 1 and Scope 2 Emissions  
 Scope 3 Emissions  
 Water Conservation  
 Waste Management

## 33 Governance And Risk Management

Corporate Governance  
 Responsible Research and Development  
 Ethics and Compliance Program  
 Human Rights  
 Ethical Marketing  
 Product Quality and Safety  
 Cybersecurity and Data Privacy  
 Our Approach to Tax

## 40 Appendix

UN SDGs  
 TCFD  
 SASB

### 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 [2024 Annual Report on Form 10-K](#). These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission. Incyte disclaims any obligation to update or amend the forward-looking statements contained in this Report, except as required by law.

# ABOUT THIS REPORT

Our annual Global Responsibility Report details progress of our environmental, social and governance (ESG) efforts and reflects our use of rigorous science to discover, develop and commercialize novel medicines to improve the lives of patients in a responsible manner. In this report, we disclose information in line with the Sustainability Accounting Standards Board (SASB) standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and the United Nations Sustainable Development Goals (SDGs).

Unless otherwise noted, the information contained in this report covers the period from January 1, 2024, through December 31, 2024. To contact the Incyte Global Responsibility team, please email us at [globalresponsibility@incyte.com](mailto:globalresponsibility@incyte.com).



# MESSAGE FROM THE CEO

At Incyte, our mission to *Solve On*. is the driving force behind everything we do. We believe that every challenge is an opportunity for a breakthrough, which motivates us to push the boundaries of science and develop innovative solutions for patients with unmet medical needs.

Our progress over more than two decades has strengthened our commitment to serving patients with critical diseases like inflammatory diseases, cancer, myeloproliferative neoplasms (MPNs) and graft-versus-host disease (GVHD). This dedication has propelled our growth from a small team of scientists to a global organization of over 2,600 employees, spanning three continents and bringing nine products to market—with a robust pipeline poised to deliver more than 10 impactful product launches by 2030.

As we innovate for patients, we also recognize the importance of making an equally significant impact across our operations—from creating a world-class work environment to ensuring sustainability and social responsibility. These pillars are interwoven with our long-term strategy, setting a foundation for growth that supports both our business and our communities.

At the heart of our success is our dedicated team. That's why we continue to focus on ensuring our employees thrive both at work and at home, offering competitive compensation and best-in-class benefits. I am proud to share that our efforts were recognized once again in 2024, with Incyte ranking #33 on *Newsweek's* list of the Top 100 Global Most Loved Workplaces and, for the seventh consecutive year, being named a top employer by *Science Magazine*.

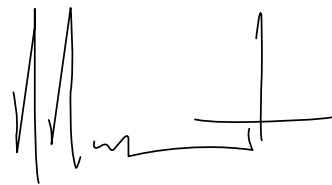
As a biopharmaceutical company, we recognize the impact the environment has on human health, and we are exploring ways to continually reduce our environmental footprint. Our goal of operational carbon neutrality by 2025 is on track, as we have continued to reduce and offset our scope 1

and 2 emissions. In addition to our environmental efforts, we are equally committed to the communities where we live and work. In 2024, nearly half of our employees took part in paid volunteer days, and we matched employee donations to over 650 charities. We also proudly donated over \$1 million to local organizations through the Incyte Charitable Giving Foundation, reflecting our dedication to not only advancing science but also creating meaningful change in the lives of those in our community.

In 2024, we continued our commitment to the highest standards of ethics and integrity. These values not only guide our efforts to make an impact for patients and key stakeholders but are key to our success and to building long-term value.

As we continue to follow the science and strive to improve patient outcomes, we remain focused on our commitment to our stakeholders—whether patients, employees, communities or shareholders. We will continue to pursue innovation, foster collaboration and ensure that sustainability and ethical practices remain at the forefront of our work.

I invite you to read this year's Global Responsibility Report to learn more about our continued efforts to *Solve On*.



**Hervé Hoppenot**  
Chief Executive Officer



# ABOUT INCYTE

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

*Solve On.* is the spirit and energy that fuels our pursuit of answers for patients. It speaks to our focus on deciphering new pathways, breaking new ground and developing new ways to manage rare and hard-to-treat diseases. 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 more than 20 years—provide first-in-class treatments to patients around the world and grow Incyte into a global organization with more than 2,600 employees. Today, we have a robust portfolio of treatments across Oncology and Inflammation & Autoimmunity (IAI) including Dermatology, and our passion for innovation is stronger than ever.



# 2024 HIGHLIGHTS

## IMPACTING PATIENTS WORLDWIDE

**~295,000**

patients treated with medicines commercialized by Incyte

**~250,000**

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

**1**

new product approval + additional indications and reimbursement decisions for previously approved medicines in the U.S., EU and local markets

## DRIVING INNOVATION AND GROWTH

**9**

approved products and ongoing clinical trials in multiple disease areas\*

**~900**

research and development employees

**2,600+**

employees in North America, Europe and Asia

## A RECOGNIZED LEADER

**Ranked #33**

on Newsweek's Top 100 Global Most Loved Workplaces list

**7**

consecutive years named a top industry employer by Science Magazine

**8+ awards and honors**

recognizing innovation, collaboration and workplace excellence

## GIVING BACK AND STRENGTHENING COMMUNITIES

**46%**

of our global employees used their paid volunteer day

**650+ organizations**

received matched gifts through our Matching Gifts Program

**\$1M+ donated**

through the Incyte Charitable Giving Foundation

## COMMITMENT TO GLOBAL RESPONSIBILITY

**3%**

of our annual cash incentive bonus program linked to measurable ESG goals

## CHAMPIONING INCLUSION AND ETHICAL LEADERSHIP

Recognized as a 2024 Champion of Board Diversity by the Forum of Executive Women for the **4<sup>th</sup> consecutive year**

**Maintained strong ethical and compliance standards,**

providing training on ethics, cybersecurity and more

\*This number includes partnered programs.

# PATIENTS AND INNOVATION

For over 20 years, our scientists have worked side-by-side with a shared purpose, collaborating in our labs to push the boundaries of drug discovery and development.

Our commitment to patient well-being guides every step of our research and development journey. From drug discovery and inclusive clinical trials to approved therapies and expanded access, a patient-focused approach guides everything we do.

## How We Solve On.

At Incyte, we recognize the transformative power of research in driving scientific innovation and shaping the future of medicine. Our research across oncology and inflammation & autoimmunity (IAI) focuses on expanding our portfolio and advancing treatments where we can make the greatest impact.

<sup>1</sup>Incyte Press Release: [Incyte and Syndax Announce U.S. FDA Approval of Niktimvo™ \(axatilimab-csfr\) for the Treatment of Chronic Graft-Versus-Host Disease \(GVHD\)](#)

<sup>2</sup>As of April 29, 2025

<sup>3</sup>Incyte Press Release: [Incyte Gains Exclusive Global Development and Commercialization Rights to Tafasitamab \(Monjuvi®\)](#)

<sup>4</sup>Incyte Press Release: [MorphoSys and Incyte Sign Global Collaboration and License Agreement for Tafasitamab](#)

## IN 2024, WE RECEIVED FDA APPROVAL OF NIKTIMVO FOR THE TREATMENT OF CHRONIC GVHD

In partnership with Syndax Pharmaceuticals, we announced the U.S. Food and Drug Administration (FDA) approval of Niktimvo™ (axatilimab-csfr)—an anti-CSF-1R antibody—for the treatment of chronic GVHD after failure of at least two prior lines of systemic therapy in adult and pediatric patients weighing at least 40 kgs (88.2 lbs.).<sup>1</sup> The FDA reviewed the Biologics License Application (BLA) for Niktimvo under Priority Review, a designation granted to applications for medicines that, if approved, would treat a serious condition and provide significant improvements in the safety or effectiveness of the treatment.

## Award-Winning Therapies

In 2024, we won a Prix Galien award in France in the “Medicines used in outpatient therapy” category, in recognition of our work advancing accessible therapies for vitiligo—especially within the framework of successful direct access for patients, which we piloted early in the year. Incyte was also nominated for two other Prix Galien awards in the “Best Pharmaceutical Product” category: one for Opzelura in the U.S. and another internationally for Pemazyre® (pemigatinib).

## Expanded Global Rights for Tafasitamab

In 2024, through an asset purchase agreement with MorphoSys AG, Incyte received exclusive global rights for tafasitamab, a humanized Fc-modified CD19-targeting immunotherapy marketed in the U.S. as Monjuvi® (tafasitamab-cxix) and outside of the U.S. as Minjuvi® (tafasitamab).<sup>3</sup> Previously MorphoSys and Incyte were collaborating and sharing costs for the clinical development and commercialization of tafasitamab in the U.S.; Incyte had exclusive rights outside of the U.S.<sup>4</sup>

OUR  
PORTFOLIO<sup>2</sup>

16  
Molecular  
Targets

20  
Clinical  
Compounds

9  
Approved  
Products



## R&D and Regulatory Achievements in 2024

- ✓ Submitted supplemental new drug application (sNDA) for **ruxolitinib cream** in pediatric AD
- ✓ Submitted supplemental Biologics License Application (sBLA) for **retifanlimab** in squamous cell anal carcinoma (SCAC)
- ✓ Submitted sBLA for **tafasitamab** in relapsed/refractory follicular lymphoma (r/r FL)
- ✓ Disclosed **CDK2i** proof-of-concept data and pivotal study plans
- ✓ Disclosed **BETi** data and pivotal study plans

## Our Drug Discovery Capabilities

With our expertise, resources and commitment to innovation, we concentrate on areas where we can make a difference. To unlock 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 combines pathway and target selection with compound development, enabling us to advance molecules with the greatest potential and build a strategic portfolio. This approach has driven a legacy of Incyte-discovered first-in-class and best-in-class medicines, providing new options for patients with previously limited treatment options.

**43%** of our revenue was reinvested into research and development in 2024.<sup>5</sup>

## Clinical Development

As a research-based company, we're developing a pipeline of differentiated medicines that target areas with significant unmet needs. We have a breadth of clinical programs within our portfolio as well, spanning MPNs and GVHD; General Hematology/Oncology, and Dermatology and other IAI. In 2024, we made progress in all three of these areas and are on track to deliver more than 10 impactful product launches by 2030.

<sup>5</sup>This figure excludes the impact of upfront, milestone and acquisition costs.

### MPNs and GVHD

Incyte is a leader in the discovery and development of therapies for patients with MPNs, delivering breakthrough advancements for conditions such as myelofibrosis (MF) and polycythemia vera (PV). Our commitment extends to ongoing research for patients who have not responded to or cannot tolerate existing therapies, as well as those affected by diseases like GVHD.

Our clinical trial programs explore a range of monotherapy and combination strategies designed to improve and expand treatments for patients with MPNs and GVHD. These strategies include ruxotinib-based combinations; BET; axatilimab; and novel targets with transformative potential, including anti-mutant calreticulin (mutCALR) and our JAK2 V617F inhibitor.

**In partnership with Syndax, we were nominated for Scrip's Clinical Advance of the Year Award for our pivotal Phase II AGAVE-201 trial of axatilimab for chronic GVHD. The award recognizes success in a clinical trial of a new drug product that is expected to advance healthcare, looking specifically at innovation, clear proof of benefit and potential commercial reward.**

### General Hematology and Oncology

We take a broad and collaborative approach to advancing cancer treatment, studying both single agents and combinations of immunotherapies from within and beyond our portfolio. This includes partnerships with leading universities and companies to bring additional discovery platforms and therapeutics forward.

<sup>6</sup>Incyte Press Release: Incyte and CMS Announce Collaboration and License Agreement for Povorcitinib, an Oral JAK1 Inhibitor, in Mainland China, Hong Kong, Macau, Taiwan and Southeast Asia

### Dermatology and Other IAI

Built on a strong foundation of scientific expertise and deep immunology experience, Incyte continues to break new ground in dermatology and IAI. Our IAI development group works to identify and advance therapies to modulate immune pathways, aiming to control inflammation, restore normal immune function and move the body closer to homeostasis.

Our research and development efforts in dermatology explore the efficacy of various mechanisms of action including JAK inhibition as a potential treatment for various immune-mediated skin conditions with high unmet needs, including atopic dermatitis, vitiligo, hidradenitis suppurativa, prurigo nodularis and chronic spontaneous urticaria.

### Partnerships

We continuously push the boundaries of scientific discovery in treatment development, recognizing that collaboration is a key element of unlocking the full potential of our science. By cultivating strategic partnerships with companies, universities and research institutions, we amplify our collective impact and accelerate progress toward breakthrough treatments.

Incyte supports independent research that enhances our understanding of disease and advances the study of our products. We provide investigational products and/or financial support for independent research in key therapeutic areas. Requests for Investigator-Initiated Research are submitted, reviewed and, if approved, conducted and funded in a consistent, standardized manner according to applicable laws and regulations. We seek to ensure that our interactions with study investigators comply with all applicable legal obligations and ethical standards.

To foster the exchange of knowledge, resources and ideas that drive patient-centered innovation, we pursue alliances, partnerships and collaborations with leading universities and companies. We continuously evaluate opportunities that have the potential to expand our pipeline, geographic reach or technological base. In this pursuit, we engage with partners who share our commitment to improving patients' lives. See our most recent [Annual Report on Form 10-K](#) for a complete list of our partnered programs.



## Collaborating to Expand our Footprint

Beyond our direct footprint, we partner with local pharmaceutical companies to create access. For example, in 2024, Incyte and China Medical System Holdings Limited (CMS) entered into a Collaboration and License Agreement for the development and commercialization of povorcitinib, a selective oral JAK1 inhibitor, to research, develop, register and commercialize the product in Mainland China, Hong Kong, Macao, Taiwan Region and eleven Southeast Asian countries. The agreement also includes a non-exclusive license for CMS to manufacture the product within its territory.<sup>6</sup>

## Access to Medicine

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

### Expanded Access and Compassionate Use

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

### Access to Approved Medicines

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

# ~295,000

patients were treated with medicines commercialized by Incyte in 2024.

## Increasing Global Patient Access

### United States

Our IncyteCARES program, driven by the dedicated services of nurses and/or clinicians and patient access coordinators, supports eligible patients in the U.S. both before and during applicable treatment with Jakafi® (ruxolitinib), Pemazyre, Opzelura, Monjuvi, Zynyz® (retifanlimab-dlwr) and Niktimvo. In 2024, we also launched Opzelura On Trac™, a patient support program providing tools and resources for patients along their treatment journey with Opzelura, including how to obtain, use and afford their prescription and refills.

These programs connect eligible, commercially-insured patients with copay/coinsurance savings programs and provide free product assistance for eligible patients who are uninsured, underinsured or may be experiencing temporary coverage delays. Additionally, these programs offer reimbursement support through benefit verifications and provide clinical education to inform patients about their conditions and how to properly use medicine. To learn more, visit our dedicated [IncyteCARES website](#) or [Opzelura On Trac website](#).

# ~250,000

patients were assisted through our U.S. patient support and copay assistance programs in 2024.

### International Support

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

### 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 379 patients from 15 countries by giving them access to Iclusig where it is otherwise unavailable.



## Accelerating Patient Access in Europe

In January, Incyte became the first company to successfully complete France's new "Accès Direct" regulatory pathway, securing approval to promote and distribute Opzelura for vitiligo. This process is intended to allow for early access to a therapy while its final price is negotiated. We also achieved early market access in Italy, Germany and Spain.

This achievement is especially important for vitiligo patients. Many misunderstand the disease, believing it is a cosmetic issue instead of an autoimmune condition that can come with serious psychological consequences. Patients often experience stigmatization and mental health challenges. Providing a solution that helps repigment the skin thus can be crucial for improving patient quality of life.

## Patient Education and Awareness

For patients living with rare diseases, it can be difficult to access information and connect with others also living with their disease. We're committed to assisting these individuals with resources throughout their treatment journey and have programs in place for the diseases for which our therapies are approved.

### Myeloproliferative Neoplasms (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 delivers live educational sessions led by Oncology Clinical Nurse Educators for patients and their loved ones to build a better understanding of MPNs. Voices of MPN encourages patients and caregivers to share their personal stories and spread awareness about these rare, chronic blood cancers to create a sense of community.

In 2024, we celebrated our 12th Annual MPN Heroes Recognition Program. The event featured keynote speaker Dr. Sanjay Gupta and recognized patients, healthcare professionals, caregivers, advocates and organizations working to bring understanding, compassion and strength to the MPN community.

### Graft-Versus-Host Disease (GVHD)

The [Incyte Ingenuity Awards in GVHD](#)™ fund novel, high-potential initiatives designed to help those impacted by GVHD in the U.S., with two awards – one of up to \$35,000 and one of up to \$100,000. 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 2024, Memorial Sloan Kettering Cancer Center (MSK) and Thomas Jefferson University were chosen as the recipients of the Incyte Ingenuity Awards in GVHD.

We also support GVHD patients and caregivers in the U.S. through [GVHDnow](#), a website that provides information and resources to support patients on the road to health following a stem cell transplant.

### GVHD Challengers: Creating Awareness with Mia Hamm

After losing her brother due to complications following a bone marrow transplant, soccer legend Mia Hamm dedicated herself to supporting individuals undergoing the treatment. We launched an initial "Your Fans are With You" campaign in 2023 and have since expanded the campaign in 2024 to tell the stories of "GVHD Challengers." These challengers are patients tackling the condition and encouraging others to monitor their symptoms and raise awareness about the life-threatening complications that can follow a transplant. Learn more by visiting [GVHDnow.com](#).

## The Unseen Journey

On Rare Disease Day, we launched The Unseen Journey, leveraging generative artificial intelligence (AI) to illustrate the experiences of people living with MPNs. As patients described their symptoms, we used generative AI to create unique images depicting the hidden emotional and physical toll of MPNs. Throughout 2024, we shared the stories and experiences of patients and their AI-generated symptom imagery, driving over 38,000 people to [TheUnseenJourney.com](#) to learn more about MPNs and access resources to help manage their disease.



## Cholangiocarcinoma (CCA)

We are committed to empowering CCA patients with information, resources and community support. In the U.S., our [TestMyCholangio](#) website gives patients valuable insights into biomarker testing and its role in informing CCA management decisions.

During CCA Awareness Month, we launched [THE ChOLLECTIVE](#), a storytelling campaign developed in collaboration with [The Cholangiocarcinoma Foundation](#). This initiative shares the experiences and perspectives of CCA patients and caregivers, offering resources and advice while also directing individuals to [TestMyCholangio](#) for additional tools and education to help navigate a CCA diagnosis.

In Europe, we collaborate with patient groups in various countries to raise awareness about CCA, supporting patients in their treatment journeys and amplifying their voices to reach key stakeholders.

## Diffuse Large B-Cell Lymphoma (DLBCL)

Through a multi-year partnership with a working group of patients, caregivers, healthcare professionals and patient advocacy groups, Incyte helped develop a shared decision-making toolkit for people living with or caring for someone with DLBCL. First launched in 2023 and updated in 2024, the toolkit provides information, worksheets, journaling pages and other resources. It is available through patient advocacy groups, key professional organizations serving community oncologists and at [DLBCLSupportSource.com](#).

In Europe, Incyte partnered with seven patient advocacy groups to develop a comprehensive educational toolkit for DLBCL patients and caregivers. This five-chapter toolkit, launched in 2024, covers issues such as diagnosis, treatment, self-care and survivorship and will be translated into six languages.

## Atopic Dermatitis (AD)

Informed by people with AD and patient advocacy groups, our [Start From Scratch](#) website serves as a resource for those living with AD in the U.S., providing information that helps them have informed, collaborative conversations with their dermatologists.

**For National Eczema Awareness Month in October, we expanded our “My Moments of Clarity” campaign to empower patients like [Emily M.](#) to share their stories about the burden of living with AD. The campaign featured a media day with Dr. Sandra Lee, widely known as Dr. Pimple Popper.**

## Vitiligo

Our [This is Vitiligo](#) website educates visitors in the U.S. about vitiligo, highlights the medical nature of the disease and addresses common misconceptions. The site also aims to elevate the life experiences of people living with vitiligo, providing tools to share their stories and perspectives on this chronic condition and to connect with others to have candid conversations about shared experiences.

In June 2024, during Vitiligo Awareness Month, we launched a new awareness campaign to educate patients on the science behind vitiligo. In September, we built on the campaign’s success with an animated [video](#) and a virtual webinar, The Science of Vitiligo, in partnership with Erika Page, the Founder and CEO of Living Dappled, an online vitiligo support community. In the post-webinar survey, 100% of participants said they learned something new about vitiligo.



### Incyte Ingenuity Awards in Vitiligo

Our annual [Incyte Ingenuity Awards in Vitiligo](#)™ support the vitiligo community by funding two novel initiatives that address the needs of people with the disease, one up to \$35,000 and another up to \$100,000. In June 2024, we announced our 2023 award recipients: the UMass Chan Medical School, Department of Dermatology and the Litty Ligo Vitiligo Community Network.

At the awards ceremony, we unveiled our newest initiative, the [Vitiligo Innovators Program](#)™ (VIP). The first-of-its-kind program honors exceptional individuals such as patients, caregivers, advocates, researchers, medical students, residents and/or healthcare providers who have made remarkable contributions to the vitiligo community. We look forward to announcing the inaugural award recipients in June 2025.



## Raising Global Vitiligo Awareness

Incyte is dedicated to increasing awareness and education about vitiligo while providing resources that help those living with the condition find support and community.

- ✓ **Empowering Patients in Italy:** On World Vitiligo Day, Incyte Italy launched “The Choice Is in Your Hand,” an awareness campaign designed to empower patients and dispel misinformation about vitiligo as a chronic autoimmune disease. Endorsed by the Italian Society of Medical, Surgical, Aesthetic Dermatology and Sexually Transmitted Diseases and the Italian Psoriasis Association, Friends of the Corazza Foundation, the campaign developed educational materials for patients, caregivers and the public.
- ✓ **Expanding Resources in Germany:** To support affected individuals in Germany, we created a range of educational materials and community-building opportunities. A patient brochure—translated into five languages—ensures broader access to vital information, while a dedicated German patient website serves as a central hub for support. The #uncovervitiligo Instagram channel further enhances engagement, providing a digital space for education and connection.
- ✓ **Building Awareness in Spain:** In Spain, Incyte launched “Vitiligo: Beyond What You Can See,” a campaign to help make the disease more visible. A customized bus featuring real patient images traveled across the country, reaching an estimated 28 million people—equivalent to half of Spain’s population.

## Patient Advocacy

Incyte partners with patient advocacy organizations to address unmet patient needs, close education gaps and develop programs that support patients in receiving the best individualized care possible. In 2024, our teams engaged with a variety of different patient organizations in North America and Europe across hematology/oncology and dermatology and other IAI diseases. Through patient advocacy advisory boards, we listened to patients to understand more about their experiences and gathered insights to shape our initiatives.

We also highlighted our patient advocacy efforts during our 2024 Global Town Halls, where patients shared their experiences with Incyte employees. These conversations helped colleagues worldwide connect their daily work to the real lives impacted by the treatments we develop.

In August, the U.S. Oncology Communications & Patient Advocacy team hosted 15 leaders from 12 patient advocacy groups representing the MPN, GVHD and lymphoma communities. This summit fostered conversations about organizational priorities, best practices for industry engagement and MPN and GVHD patient community-focused programs in development. Attendees also toured Incyte's chemistry and biology laboratories to gain insight into the drug discovery and development process.

The summit provided a forum for collaboration, idea-sharing and connection between patient advocacy groups and Incyte colleagues across functions. Insights gathered there directly influenced key advocacy communications programs, including the MPN Consensus Report and GVHD Caregiver Analysis, while also strengthening support for future patient-focused initiatives.

## 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 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, including reducing barriers to participation, consistent with applicable laws, regulations and ethical guidelines.

### Clinical Trial Ethics and Safety

The safety of participants in our clinical trials always comes first.

Our studies adhere to the highest ethical standards, following all applicable laws and regulations in all territories in which we operate. 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. Before beginning a clinical trial, we carefully analyze existing data to assess the potential benefits and risks. We obtain informed consent from all trial participants and, as part of our ongoing efforts to improve their experience, we are embedding health literacy principles into our informed consent forms and participant-facing support materials. 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.

Additionally, we have processes and programs in place to address access to medicines after completion of a clinical trial. Where laws and regulations allow, many participants who qualify may continue to receive the investigational medicine so long as they continue to benefit from it. Alternatively, we support access to other therapies to promote continuity of care. We follow all applicable guidelines and regulations to protect vulnerable patients, including but not limited to pediatric populations and pregnant individuals.



## 2024 Clinical Trial Highlights

# 147

ongoing clinical trials

# 24

new trials

# 40

completed trials

# 5,147

clinical trial sites

# 45

countries



## Clinical Trial Transparency

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

As we seek to transform the treatment of cancer and other diseases, we believe that informing both the scientific and patient communities is our responsibility. To that end, we aim to publish our clinical trial results within 18 months of the last participant completing a clinical trial. 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 [Incyte Clinical Trials 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. The site provides a user-friendly, easy-to-navigate experience and matching tools to pair patients with relevant clinical trials.

We also work closely with our standing Patient Council—a group of patients and caregivers representing multiple disease areas—to gather insights to help optimize our clinical trials. In addition to our council, we use other technologies to capture patient insights to help inform our study teams and study designs. In 2024, we completed 10 engagements spanning topics from decentralized trials and patient and site support services to protocol, consent form and dosing diary reviews in GVHD, hidradenitis suppurativa and MF, among others.

<sup>7</sup>Source: [https://nap.nationalacademies.org/resource/26479/Report\\_Conclusions.pdf](https://nap.nationalacademies.org/resource/26479/Report_Conclusions.pdf)

## Clinical Trial Diversity

Incyte is a global organization committed to creating medicines for people of all genders, ages, races and ethnicities. Representation in our clinical trials is essential for understanding and treating disease—the more diverse the participants, the more our researchers can learn if and how people of different backgrounds respond differently to treatments. In response to studies showing that certain groups in the U.S. are less likely to be included in clinical research,<sup>7</sup> we've made it a priority to increase racial and ethnic diversity in our clinical trials. This effort is to more closely align our trial participants with the real-world population of those who are living with the disease being studied.

iDIRECT (Incyte Diversity, Inclusion, Representation and Equity in Clinical Trials)—a sub-committee of our Inclusion Committee—aims to advance representation in clinical trials. iDIRECT first established a baseline of the organization's readiness before implementing a thorough clinical trial diversity training program and developing a roadmap to guide implementation across the organization.

Since then, significant progress has been made. Our planning processes are now standardized across drug development, ensuring consistency and incorporating a deep understanding of disease epidemiology into planning efforts. Barriers to participation are also better understood and are actively addressed in protocol design, site and Principal Investigator diversity and support services for participants. Additionally, community outreach programs are employed to build trust, reduce participation barriers and ensure equitable access.

**We received the Center for Plain Language's ClearMark award in the shorter brochures category for our "Learn About Clinical Trials" factsheets on our clinical trials website, created in partnership with Health Literacy Media. The award recognizes our approach to direct communication, incorporating testing to improve fact sheets, and ensuring cultural responsiveness for the general population, as well as Black and Hispanic patients.**

# COMMUNITY

Incyte is on a mission to make a difference. Caring for others is at the heart of how we *Solve On.*, beginning with our employees and extending to the patients, caregivers and communities we touch.

The Incyte Involved program focuses our giving strategy through three key initiatives: the Incyte Charitable Giving Foundation, our Community Service Program and our Matching Gifts Program. This approach ensures our philanthropic giving aligns with critical community needs as well as the causes our employees care most about.

## Incyte Charitable Giving Foundation

The Incyte Charitable Giving Foundation helps make a difference in our Delaware communities, especially in Wilmington, home to our Global Headquarters. The Foundation partners with publicly funded 501(c)(3) tax-exempt nonprofit organizations that serve their communities in two focus areas—Oncology Patient Support and Resources and Community Partnerships. In 2024, the Foundation contributed over \$1 million to more than 45 local causes, supporting community efforts to provide essential services, financial aid and other assistance.



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. For example, in 2024, a group of Incyte employees in Japan volunteered at the Ronald McDonald House in Tokyo by supporting the preparation of approximately 1,000 packages for donors and 150 tote bags for an upcoming event at the facility. The Ronald McDonald House helps provide an affordable place for families to stay who have children with a serious illness or injury receiving treatment at a local hospital.

## Cancer Care Assistance Fund for Delaware

To make care more sustainable for cancer patients in our community, Incyte contributes \$200,000 annually through the Incyte Cancer Care Assistance Fund for Delaware (ICCAFD), providing financial support to local patients, caregivers and family members facing financial hardships due to cancer. ICCAFD partners with Cancer Support Community Delaware, a statewide nonprofit that provides support, education and hope to those affected by cancer. In 2024, our funding helped nearly 230 individuals cover rent or mortgage payments, utilities, medical bills, transportation and other essential living expenses—a 35% year over year increase in individuals assisted.

## Kind to Kids

The Kind to Kids Foundation helps Delaware children in foster care, poverty and at-risk youth by providing educational assistance, supporting emotional stability and promoting well-being. The foundation assists foster children and teens through skills development, tutoring and with technology and other resources to help them reach their full potential. In 2024, Incyte employees donated funds and school supplies during their Back-to-School Supply Drive. We also hosted the Kind to Kids graduation in June.

## B+ Foundation

Every family should have the ability to dedicate their time and attention when a loved one is fighting cancer. The B+ Foundation provides financial aid to affected local families sacrificing critical income to stay with their child during a life-or-death battle. This assistance helps cover housing costs to avoid eviction, car repairs to ensure uninterrupted transport, medication expenses and other living and medical bills. Incyte was recognized again in 2024 as the Top Corporate Giver for the 18th Annual B+ 5K Fighting Childhood Cancer. Our employees also organized fundraising campaigns as part of their participation in the 5K walk/run.

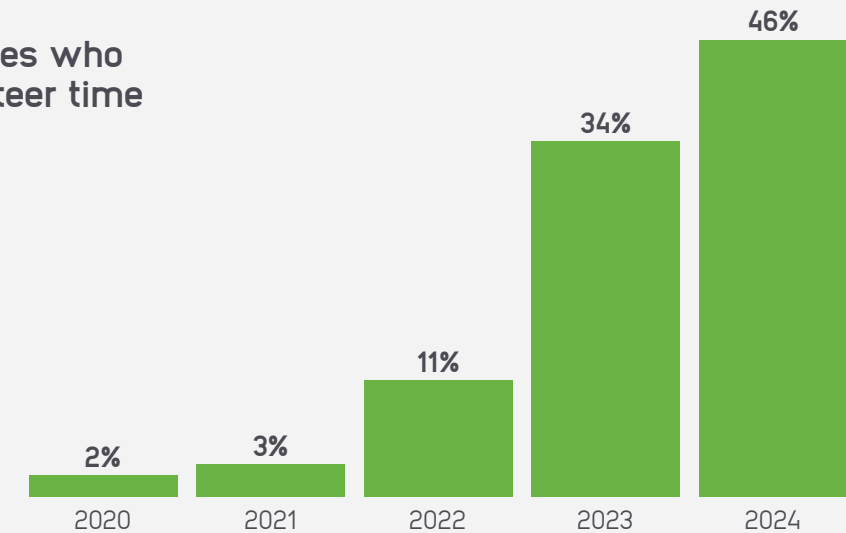
## Community Service Program

We encourage our employees to give back to their communities. Through the Community Service Program, we invite all employees to take a paid volunteer day each year to support the causes they care about. In 2024, their dedication made a meaningful impact worldwide, with nearly 1,200 individuals contributing close to 6,500 hours of volunteer work.

# 46%

of our employees used their paid volunteer day to give back to their local communities in 2024.

## % employees who took volunteer time



## Matching Gifts Program

Matching employee donations to meaningful causes strengthens our sense of community and deepens our engagement. Incyte matches employee contributions to eligible nonprofits, dollar for dollar, up to a set limit—amplifying our impact and expanding our support for local causes. Looking ahead, we will continue to find ways to empower employees to care for the world around them.

Incyte matched nearly

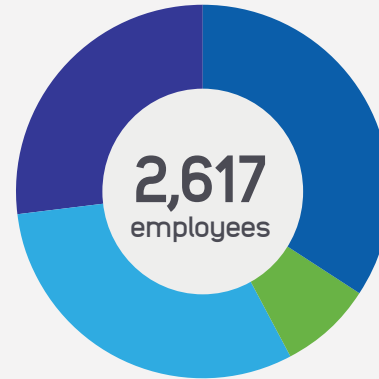
# \$400,000

in employee giving to over 650 charities in 2024.

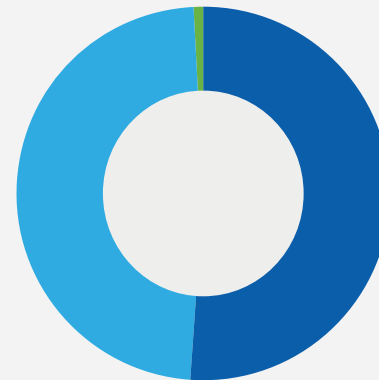
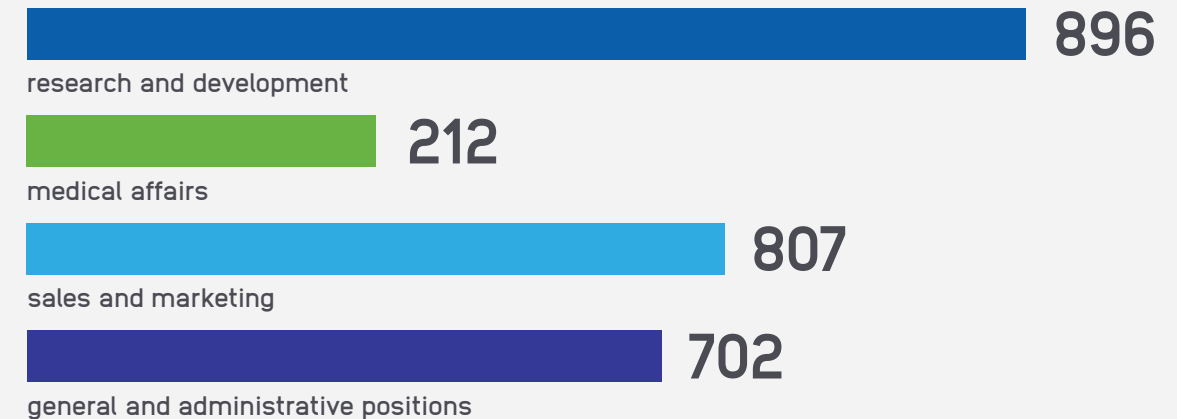
# TEAM

At Incyte, we are all responsible for advancing solutions that improve the lives of our patients. Our shared sense of purpose inspires collaboration across departments, allows leaders to emerge at all levels and ensures all colleagues feel valued.

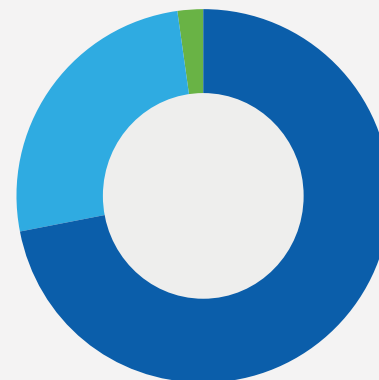
Our strength lies in the diverse expertise, experience, passion and perseverance across our team. By creating a culture that integrates and elevates our unique insights and abilities, we're advancing scientific innovation, improving patient health and enabling our colleagues to reach their full potential.



## OUR EMPLOYEES



## GENDER DIVERSITY



## GEOGRAPHIC LOCATION



## Awards and Recognition

In 2024, our global team received numerous awards in recognition of the innovation behind our first-in-class medicines and best-in-class workplaces.



### Science Magazine

Ranked #3 among the 2024 Top Employers, marking our seventh consecutive year in the top five. Recognized for our commitment to employee respect, social responsibility and employee loyalty



### Newsweek

Ranked #33 on the 2024 Top 100 Global Most Loved Workplaces list



### Newsweek

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



### BioSpace

Recognized as one of the 2025 Best Places to Work



### Newsweek

Named one of America's Greatest Workplaces for Diversity 2024

### Newsweek

Ranked #26 on America's Most Loved Workplaces list in 2024, our fourth consecutive year on this list

### Forbes Italy

Recognized in the 100 Sustainability Champions List for a second consecutive year

### USA Today

Named one of America's Climate Leaders

## Culture of Innovation

At Incyte, innovation is everyone's job—from our newest hire to our CEO. Because innovative ideas can come from anywhere, we listen everywhere. Our Executive Team maintains an open-door policy, making every effort to be accessible to employees, wherever they may be in their career journey. To demonstrate this commitment, members of executive leadership aim to meet with new employees within their first year at Incyte.

We create ongoing opportunities for employees to engage with company leadership and with each other. Our regular Global Town Hall meetings and interactive events encourage two-way dialogue and facilitate continuous feedback across teams. In addition, members of the Executive Team host divisional Town Hall meetings with their divisions.

## Catalyzing Employee Innovation: i2

Our annual innovation challenge, i2, spurs our employees' drive to discover the next innovation by funding the development of their most promising ideas. Each year, the call for i2 proposals goes out to all Incyte employees around the world, inviting individuals or teams to pitch their best innovative ideas that hold the potential to impact patients' lives or our business. From a narrowed field of finalists, the winning concepts are selected, funded and supported to move forward. To illustrate the depth of creativity within our team, in 2024 we received 60 submissions from employees, with nine employee-driven projects winning i2 support.

## Professional Development

Incyte offers challenging, fulfilling job opportunities and a robust professional development framework to help employees build skills and advance in their careers. We foster an innovative and inclusive culture that empowers every team member to grow and contribute to their full potential.

### Employee Development

To support employees as they learn, grow, and develop in their careers at Incyte, we offer extensive training, professional development and continuing education opportunities. Our programs are tailored to specific regions and departments.

In the U.S., we provide leadership development training to all newly hired and recently promoted managers, as well as employees with leadership potential. We also offer skills-building sessions, including our Emotional Intelligence and Insights Discovery workshops, to strengthen soft skills for effective internal and external communication.

In North America, our E.D.G.E. (Empowerment, Development, Growth, Engagement) mentorship program connects employees with both internal and external leaders, offering valuable networking opportunities and career development experiences.

In Europe, we offer a variety of leadership trainings for selected managers that focus on developing people management and stakeholder engagement skills. Incyte's European teams also develop and improve team dynamics through various Team Effectiveness and Engagement workshops and tools. Additionally, we offer workshops and programs designed for future leaders that support our talent development and succession planning process.

In 2024, based on employee feedback from our existing manager training program, we introduced Manager Masterclasses. These 1-hour sessions give people managers globally an opportunity to learn about current topics in the field of management, hear best practices from industry leaders and build relationships and network with peers. Based on the success of our 2024 sessions, we're expanding this program to cover more topics in 2025.

All global employees have access to tuition reimbursement for pursuing advanced degrees and additional coursework. For example, employees in the U.S. and Europe working 30 hours a week or more have annual limits of up to \$5,000 for a bachelor's degree, \$8,000 for a master's and \$10,000 for a doctorate.



## Supporting Development Through LinkedIn Learning

We launched LinkedIn Learning globally in 2023, providing free access to all employees to help them develop skills aligned with their roles and career goals. In addition to self-identified development opportunities, we use the platform to tailor training to our business needs. For example, in 2024, over 500 employees participated in our AI Challenge, an initiative developed in partnership with the Incyte AI Innovations Institute to boost AI knowledge.

One of our 2024 ESG goals tied to compensation was to increase LinkedIn Learning engagement across our workforce from 28% in 2023 to 55%. We surpassed this goal, with 68% of global employees engaging with the platform, undertaking 3,800+ hours of learning content.

LinkedIn Learning complements other employee development tools such as Incyte Academy, our internal web-based learning system that delivers training on our therapy areas, compounds, science basics and drug development.

### INCYTE SECONDMENT PILOT PROGRAM

In 2024, we began recruiting for our 2025 Secondment Pilot Program, a six-month rotational program that gives participants a deeper understanding of other Incyte divisions through hands-on experience. Open to global full-time employees with at least two years of tenure, the program offers opportunities to develop skills, gain diverse experience and enhance cross-functional collaboration. Upon completion, employees may return to their original role or be considered for open positions in their rotational department. Our Development Operations team is currently piloting the program, with plans to later expand to all departments.

## Performance Management

Our performance management strategy fosters ongoing collaboration between managers and employees, helping employees grow in their careers while setting goals aligned with our strategic objectives. To promote strong performance, employee compensation is tied to the achievement of pre-established annual goals.

At the start of each year, employees and managers work together to set individual performance and career development goals, as well as identify core competencies and customized functional competencies. Throughout the year, they monitor progress and, when appropriate, adjust goals to reflect changes in projects or business priorities. At the end of each year, employees and their managers conduct a comprehensive evaluation of progress toward the established goals.

## Succession Planning and Promotion

We cultivate our internal talent pipeline by providing opportunities for employees to grow within their roles and advance in their careers. By keeping global employees informed of open roles and newly posted positions through monthly job opening emails, we increase awareness of growth opportunities and support internal promotions.

We also conduct periodic succession planning to retain and develop employees for future leadership roles. Our Executive Team meets annually to review the company's succession plans, and each member updates plans for their respective teams.

## Early Talent Recruitment

We partner with universities near our Global Headquarters to develop the next generation of talent through co-op programs that offer area college students valuable training and create early recruitment opportunities. We also conduct "Incyte Days" at local universities, allowing students to learn more about what we do and generate interest in a career at Incyte.

In 2024, Incyte Italy launched the IAI Academy, an innovative talent acquisition project to expand our new business unit dedicated to Inflammatory & Autoimmune diseases. We partnered with top Italian universities to identify young graduates and post-graduates to join our team. To best accelerate their learning, we created a 12-month development program that integrates scientific training with in-field training, shadowing, team coaching, boot-camps and role-playing. The IAI Academy not only provided Incyte Italy with skilled talent to grow our team but also created a model to maximize collaboration with academia and solve the skill mismatch between education and the job marketplace.



## Compensation and Benefits

We're deeply committed to competitive compensation and comprehensive benefits to ensure that every Incyte employee can thrive at work and at home. We offer a total rewards package to support our employees and their families in maintaining a healthy lifestyle, achieving work-life balance, planning for retirement and reducing stress.

From day one, all global employees are eligible to participate in our Annual Cash and Equity Incentive programs. Full-time employees and those working at least 20 hours per week can also join our Employee Stock Purchase Plan. We review our compensation and benefits offerings annually, seeking opportunities to enhance them in ways that make a meaningful impact.

### Equitable Compensation

We work diligently to ensure equitable compensation for all employees, regularly benchmarking against our compensation peer group and the broader life sciences market. We review and adjust base salaries and pay ranges annually to align with market movements.

To maintain pay equity, we conduct annual assessments based on gender, ethnicity and race as part of our routine compensation review.<sup>8</sup> Our HR team evaluates pay for each role, considering external competitiveness and internal equity, to identify and address any disparities not explained by factors such as performance or recent promotions. If we find unexplained discrepancies, we take immediate corrective action.

### COMPETITIVE HEALTH BENEFITS

To ensure our employees and their families have access to comprehensive healthcare, we offer low-deductible plans and cover 100% of the cost of full-time employee premiums for individual healthcare coverage in the U.S. Our employees pay nothing for individual healthcare coverage and only 5% of the premium for family medical coverage. Incyte's investment in the health and wellness of our employees and their families stands out in the biotech industry, where 95% of companies require employee contributions for individual coverage, with employees paying an average of 19% toward family healthcare premiums.<sup>9</sup>

<sup>8</sup>We conduct ethnic and racial equity analysis in the U.S. only.

<sup>9</sup>Statistics provided by Incyte benefits provider.

## Benefits

We offer a comprehensive benefits package to all employees, benchmarking Incyte benefits against industry standards to stay competitive. In the U.S., our benefits program ranks among the best in the biotech industry, including a healthcare plan with a low deductible and a \$10 copay for medical office visits, counseling services and prescription drugs. Incyte covers 100% of the plan cost for employees and 95% for part-time employees working at least 20 hours per week.

We actively listen to employee feedback to accommodate our team's needs and enhance their experience at work and beyond. In 2024, we expanded our U.S. benefit offerings to include:

- Hello Heart, a cardiovascular digital health program
- A new employee discount program
- Maven Milk, providing our business-traveling employees with expanded benefits, including telehealth appointments with lactation consultants and virtual breastfeeding classes

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

All employees have access to Employee Assistance Programs, supporting their physical and mental well-being. While long available in the U.S., we recently introduced the offering in Europe and Japan, expanding support for our global workforce.

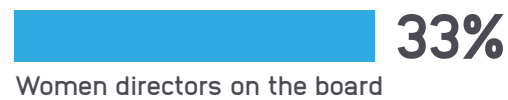


## Inclusion

Developing best-in-class solutions for our patients requires a collaborative, innovative and inclusive culture. Our merit-based hiring process emphasizes finding candidates who fit our culture, ensuring every individual can contribute to their full potential. By harnessing the unique abilities, experiences, perspectives and backgrounds of our employees, we help drive innovation and develop treatments for patients with critical, unmet medical needs. Our inclusion efforts are overseen by our Inclusion Committee in the U.S., and we emphasize our commitments in our global [Code of Business Conduct and Ethics](#).

### Gender (Global)

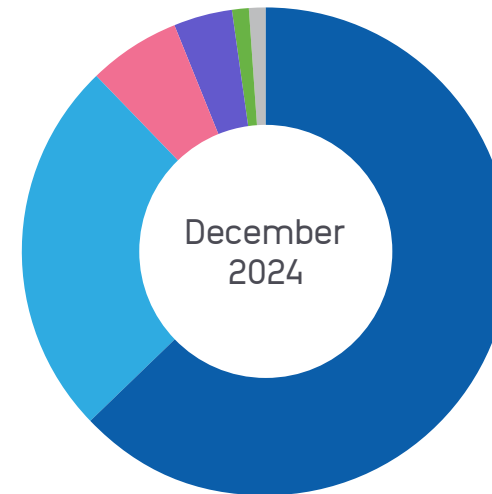
As of December 31, 2024, 51% of our global workforce were women. 42% of our global leadership positions<sup>10</sup> were filled by women, and women represented 31% of positions on our Executive Team.



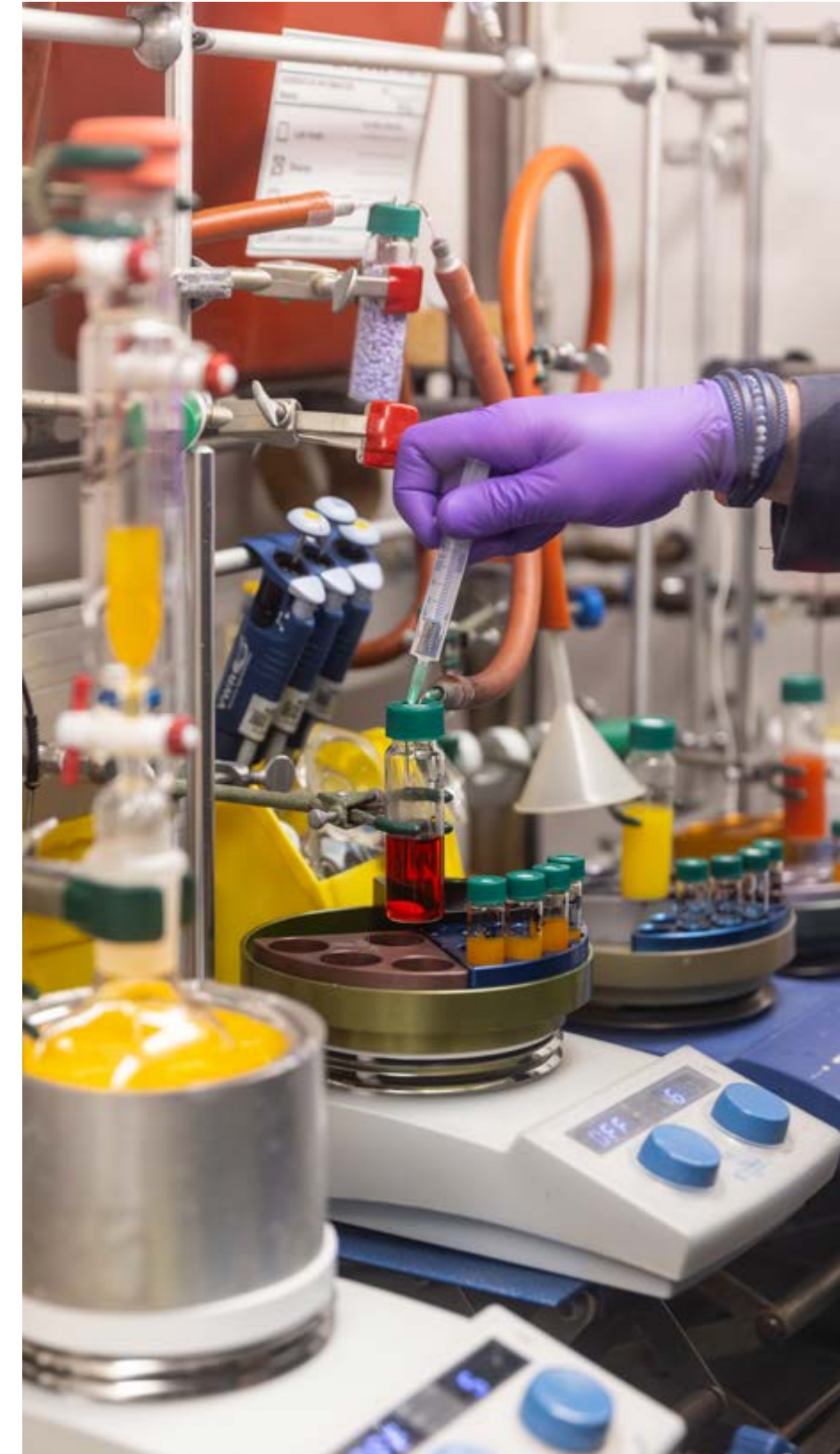
## Ethnicity and Race (U.S.)

As of December 31, 2024, 37% 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-white<sup>11</sup>), where our Global Headquarters are located. We do not collect race or ethnicity data outside of the U.S.

- 63%** white
- 25%** Asian
- 6%** Black/African American
- 4%** Hispanic/Latin
- 1%** 2+ Races
- 1%** Did Not Identify



Made up of individuals with a broad range of experiences and backgrounds, our Executive Team also exemplifies our commitment to inclusion, which we believe is conducive to innovation. As of December 31, 2024, 27%<sup>12</sup> of our Executive Team self-reported as racially and ethnically diverse.



<sup>10</sup>Includes Director-level employees and above.

<sup>11</sup>Statistic 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.

<sup>12</sup>Two of our 13 ET members were located outside of the U.S., and therefore are not included in these statistics.

## Safety and Wellness

We believe that everyone at Incyte—whether full-time, part-time, or contractor—shares responsibility for reducing risk, preventing injuries and maintaining a safe and healthy workplace for all. This strong safety culture is a core element of how we operate, and our Executive Team is committed to providing the resources needed to meet our shared goal.

Adhering to 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. We maintain safety management systems for our U.S. and Swiss facilities, including our manufacturing site in Yverdon-les-Bains. These systems closely align with international standards and best practices, reflecting our strict processes and procedures for maintaining safe operations. Our incident prevention strategy includes inspection programs, near miss reporting, safety training and standard operating procedures.

At our Yverdon BioPlant facility, we uphold rigorous site-wide and group-specific safety Key Performance Indicators (KPIs) to protect employees and contractors. Contractors are required to adhere to their own safe operating procedures and risk assessments for planned work. The site is dedicated to achieving zero injuries by following standard operating procedures.

	2022	2023	2024
Lost Time Incident Rate (LTIR) <sup>13</sup>	0.17	0.45	0.24
Total Recordable Incident Rate (TRIR) <sup>14</sup>	0.43	1.23 <sup>15</sup>	2.13
Fatalities	0	0	0

<sup>13</sup>Incident rates calculated according to OSHA guidance, using 200,000 as the multiplier.

<sup>14</sup>Incident rates calculated according to OSHA guidance, using 200,000 as the multiplier.

<sup>15</sup>Figure updated due to availability of additional data.

## EHS Training

We provide extensive safety training during employee onboarding. All laboratory and manufacturing employees receive job-specific training that addresses potential hazards they may encounter, including waste handling. Additionally, laboratory employees undergo regulatory-related training when hired, when their job responsibilities change and annually thereafter.

To reinforce workplace safety, we conduct regular safety walkthroughs and swiftly address any potential hazards identified. In the U.S. and Switzerland, we collect data on incidents and near misses to help prevent future EHS-related incidents. We also conduct hazardous reaction reviews for large-scale chemistry reactions and provide guidance to mitigate risks.

## Emergency Preparedness

We maintain crisis protocols and preparedness measures to ensure safe and effective operations during an emergency at our U.S. facilities. All new office-based employees in the U.S. and Switzerland receive emergency response training, and we have CPR- and first aid-certified staff to respond to medical emergencies. If our Wilmington campus loses power, we have systems in place to maintain critical equipment, refrigerators and freezers with important samples, allowing work to continue.

Our Global Technical Operations team's standard operating procedures for business continuity require the Quality Assurance and Supply Chain teams to routinely review all business continuity and crisis management preparedness plans with key commercial suppliers. Our manufacturing site also has a disaster recovery plan in place for its IT systems, along with emergency generators and built-in redundancy to prevent potential outages.

## Well at Work

Through personalized, adaptive equipment—such as standing desks, customized lighting solutions and adjustable monitor arms—our ergonomics program helps employees maintain physical comfort while they work. We use a combination of tools to promote ergonomics at work, including ergonomic assessments, flyers, checklists and digital health solutions. We also support mental wellness with site-specific campaigns and a variety of benefit offerings.



# ENVIRONMENT

As an industry leader that recognizes environmental integrity and public health are closely linked, our commitment to patient well-being includes setting robust environmental goals, implementing solutions to meet them and increasing transparency to promote widespread positive change.

## Environmental Targets and Progress

Even as Incyte expands globally, we continue to reduce our environmental impact and advance on the sustainability goals we set in 2021, with a key focus on achieving operational carbon neutrality by 2025.

<sup>16</sup>An international nonprofit organization, GBI evaluates building efficiency related to electricity, waste, water and other features.

<sup>17</sup>The TCFD (Task Force on Climate-related Financial Disclosures) has developed recommendations for voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders. Despite the disbanding of TCFD, we continue to reference TCFD for consistency with our published goals.

### TARGET

**Achieve operational carbon neutrality by the end of 2025**

**Attain Green Globes Certification for the recently constructed Building 1815 at our Global Headquarters**

**Report under the Task Force on Climate-related Financial Disclosures (TCFD) Framework<sup>17</sup> by 2023**

**Complete transition of Sales Fleet to hybrid and EVs by 2025**

### PROGRESS

We are focused on a combination of absolute emissions reductions and offsets to achieve this goal. We continue to reduce our scope 1 and 2 emissions through green building certifications, building improvements, renewable energy initiatives and converting our sales fleet to electric vehicles (EVs) and hybrids. From 2019 through 2023, we offset our remaining calculated scope 1 and 2 emissions and achieved neutrality.

Upon completion of our Global Headquarters Building 1815, we worked with the Green Building Initiative (GBI)<sup>16</sup> and became 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.

The Appendix of this report contains our third TCFD disclosure.

When we set this target in July 2021, Incyte's global fleet consisted of approximately 450 vehicles. Since that time, our portfolio of approved products has expanded, and along with it our sales force and global footprint. To meet those needs, our global fleet increased to include more than 650 vehicles across North America and Europe. With this growth, and the COVID-19 pandemic which caused challenges and delays resulting in limited vehicle availability for new drivers and lease renewals, we did not achieve our 2025 goal, though we did make progress. For example, we deployed our first EVs in our North American fleet and introduced a plug-in hybrid option for drivers who are not yet ready for an EV or lack the necessary infrastructure.

As of January 1, 2025, approximately 50% of our fleet is comprised of hybrid or electric vehicles. We also have 185 EVs and hybrids on order for our North American fleet, expected to be delivered in Q1 2025 for new and existing employees.

Our commitment to a complete fleet transition remains strong as this is critical to reducing our environmental footprint.

## Environmental Oversight

The full Board of Directors oversees Incyte's ESG strategy, which includes targets and initiatives to reduce our environmental impact. Distinct Board Committees are responsible for oversight of specific components of our ESG program, including those related to the environment. For example, the Audit Committee oversees risk management, while 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 generation.

## Incentivizing Environmental Action

To emphasize the importance of our ESG priorities, the Board's Compensation Committee incentivizes meaningful action by incorporating ESG performance into our compensation targets. In 2024, we set four targets tied to 3% of our bonus incentive program, including two focused on reducing our environmental impact—both of which we achieved.

1. Reduce water consumption in our U.S. buildings by 10% from 2023 levels
2. Decrease paper use globally by 15% over 2023

As we build on our existing commitments, a key priority for 2025 is quantifying all relevant scope 3 greenhouse gas emissions to better understand our global footprint and inform future environmental action. To drive accountability, this goal will also be integrated into our bonus incentive program—marking a first step toward identifying meaningful opportunities to reduce scope 3 emissions.

## Environmental Management System

We maintain Environmental Management Systems (EMS) for our U.S. Facilities and Swiss BioPlant that outline the processes and procedures for monitoring and reducing our environmental impact. Our EMS align with international standards, including all required and recommended management system documents and their associated implementation. The EMS facilitate compliance with environmental regulations, corrective actions to drive continual improvement and internal training and awareness programs to ensure employees understand their responsibilities.

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

## Emissions Reduction

Since establishing our 2019 baseline, we've taken action to reduce absolute emissions, even with our growth in square footage, employee headcount and revenue. Among the primary ways we are cutting emissions is by sourcing renewable energy and enhancing energy efficiency across our owned facilities. Additionally, as we convert our sales fleet to hybrid and fully electric vehicles, we're also providing free charging for our employees' EVs at our facilities—helping our colleagues transition to cleaner commutes.



Since 2019, Incyte has grown by approximately 60% in workplace size, 80% in workforce size and nearly doubled our revenue, all while reducing our scope 1 and 2 market-based emissions intensity, showcasing our significant emissions reduction efforts.

**TOTAL REVENUES**

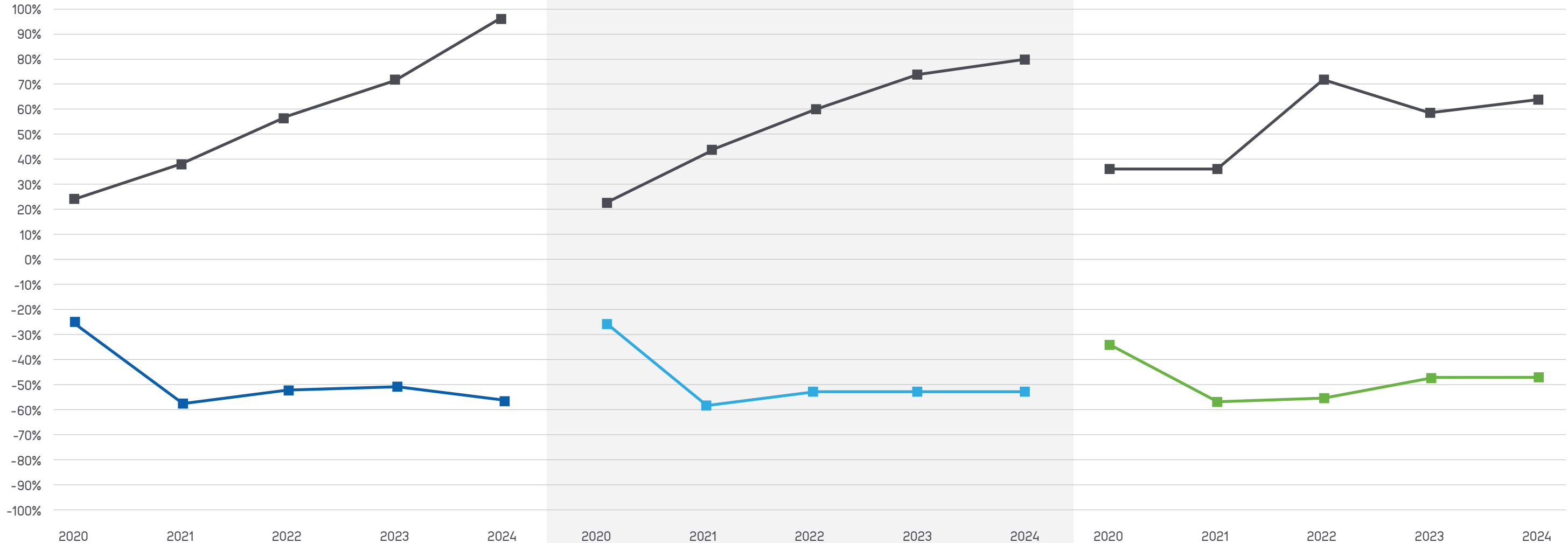
% change from 2019 baseline	2020	2021	2022	2023	2024 <sup>18</sup>
\$ Revenue	24%	38%	57%	71%	96%
Emissions/\$1M revenue	-25%	-57%	-52%	-51%	-56%

**EMPLOYEES**

% change from 2019 baseline	2020	2021	2022	2023	2024 <sup>18</sup>
Employees	22%	44%	60%	73%	80%
Emissions/employee	-24%	-58%	-52%	-52%	-52%

**SQUARE FOOTAGE**

% change from 2019 baseline (Leased & Owned Facilities)	2020	2021	2022	2023	2024 <sup>18</sup>
Square Footage	37%	37%	71%	59%	63%
Emissions/1K square foot	-33%	-57%	-56%	-47%	-47%



<sup>18</sup>In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. These buildings are currently under renovation and are not fully operational or occupied, therefore their emissions and square footage are excluded from this table.

## Scope 1 and Scope 2 Emissions<sup>19</sup>

METRIC	2019	2022	2023	2024 <sup>20</sup>
Scope 1 emissions (MTCO <sub>2</sub> e) Total	4,775	8,062	9,351	9,576
Scope 2 emissions (Location-based) (MTCO <sub>2</sub> e)	7,450	6,360	6,079	6,516
Total Scope 1 & Scope 2 emissions (Location-based) (MTCO <sub>2</sub> e)	12,226	14,422	15,429	16,092
Scope 2 emissions (Market-based) (MTCO <sub>2</sub> e)	7,451	1,247	865	901
Total Scope 1 & Scope 2 emissions (Market-based) (MTCO <sub>2</sub> e)	12,226	9,309	10,216	10,478
Scope 1 and Scope 2 market-based emissions intensity (Emissions/\$1M revenue)	5.7	2.7	2.8	2.5
Scope 1 and Scope 2 market-based emissions intensity (Emissions/1K square foot)	20.4	9.1	10.8	10.8
Scope 1 and Scope 2 market-based emissions intensity (Emissions/employee)	8.4	4.0	4.0	4.0

<sup>19</sup>Some total figures may not add up due to rounding. Our GHG Inventory was developed in alignment with the GHG Protocol Corporate Standard.

<sup>20</sup>In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. These buildings are currently under renovation and are not fully operational or occupied, therefore their emissions and square footage are excluded from this table.



## Energy Reduction at our Facilities

Our owned facilities make up approximately 80% of our total square footage. While they represent a large source of operational emissions, they also present a significant opportunity to reduce our scope 1 and 2 emissions. We own one manufacturing facility in Yverdon-les-Bains, Switzerland, three office and research buildings at our Wilmington, Delaware campus (1709, 1801 and 1815) and two new office buildings in downtown Wilmington, acquired in 2024. All other facilities are leased.

Our emissions reduction efforts center on enhancing energy efficiency and increasing renewable energy use. The Energy Management team at our Yverdon Biopant is composed of individuals from Engineering and EHS, among other stakeholders. The team monitors energy consumption to identify and correct anomalies while also highlighting efficiency improvement opportunities. In the U.S., our Facilities team also conducts quarterly reviews at our Wilmington campus for electricity, natural gas and water usage to monitor and improve performance.

### Energy Consumption – Buildings Only<sup>21,22</sup>

METRIC	2019	2022	2023	2024
Total Energy Consumed (Fuels and Electricity) (GJ)	144,333	189,048	168,396	184,271
% Energy Renewable Biomass	0%	0%	0%	0%
% Energy Natural Gas	41%	51%	47%	45%
% Energy Propane	0%	0%	0%	0%
% Energy Petroleum Products (Diesel, Heavy Oil, Gasoline)	0.1%	0.2%	0.2%	0.2%
% Electricity	59%	48%	53%	55%
Building Energy Intensity (Energy use/1k sq. Foot)	228.8	175.9	168.2	179.3

## COMMITMENT TO SUSTAINABLE GROWTH IN DELAWARE

In May 2024, we purchased two buildings in downtown Wilmington. This acquisition will enable us to consolidate our U.S. Oncology, Dermatology and corporate employees into a single location and continue our investment in our Delaware community. We're taking a two-phased approach, completing the renovation of one building at a time. Renewable electricity has already been sourced through Renewable Energy Certificates (RECs) for the first building currently under construction.

<sup>21</sup>Some total figures may not add up due to rounding. Total energy consumed includes onsite solar installations at our Switzerland facilities. It excludes energy consumed by Global Fleet and energy consumed for EV charging.

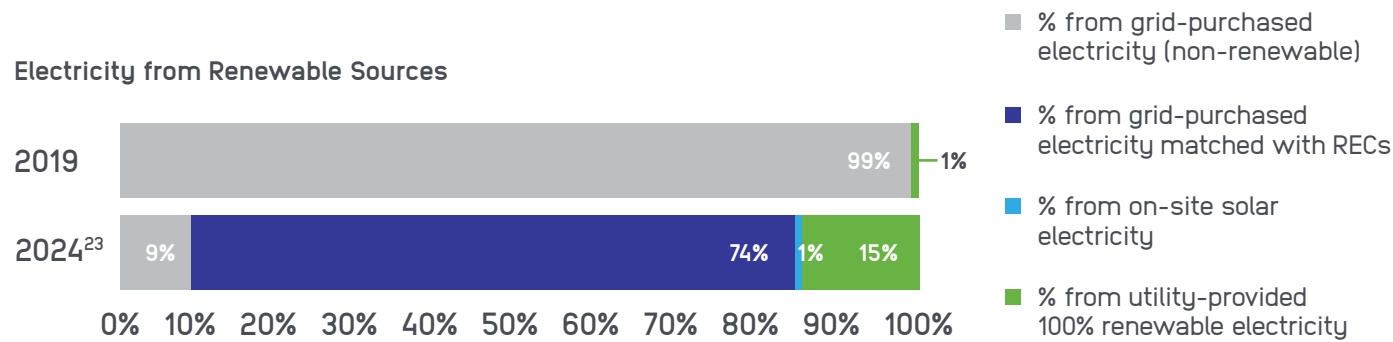
<sup>22</sup>In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. These buildings are currently under renovation and are not fully operational or occupied, therefore their energy usage and square footage are excluded from this table.



**Renewable Electricity**

We strive to use renewable energy wherever possible. At our Switzerland-based European Headquarters and Yverdon BioPlant, we meet all our electricity needs through a combination of hydroelectric power and onsite solar installations. At our Wilmington campus, where we're unable to install a significant renewable energy source due to space constraints, we've purchased RECs since 2021 to match 100% of our electricity use with off-site renewable resources. In our two newly acquired buildings in Delaware, we're already using RECs to match a portion of our electricity consumption while renovations are underway. In Japan, starting in 2025, we're partnering with our landlord to source renewable energy to match the electricity consumption of our office. To drive ongoing progress across our global footprint, we collaborate with local energy providers to integrate more renewable energy into our operations.

**Electricity from Renewable Sources**



	2019	2024 <sup>23</sup>
% from grid-purchased electricity (non-renewable)	99%	9%
% from grid-purchased electricity matched with RECs	0%	74%
% from on-site solar electricity	0%	1%
% from utility-provided 100% renewable electricity	1%	15%

**Scope 3 Emissions<sup>24</sup>**

METRIC	2019	2022	2023	2024
Category 3: Fuel- and Energy-Related Activities	2,906	3,569	3,830	3,703 <sup>25</sup>
Category 5: Waste Generated in Operations	253	405	360	368
Category 6: Business Travel <sup>26,27</sup>	4,006	3,243	4,549	4,806
Category 7: Employee Commuting <sup>28</sup>	NA	3,700	4,185	3,790
Scope 3: Total Categories 3, 5, 6, 7	7,165	10,917	12,924	12,667

Although there is progress to be made in limiting scope 3 emissions, several initiatives are already in motion. The 90 charging ports at our Wilmington campus provided over 436 MWh of electricity to employee vehicles in 2024—a more than 30% increase in electricity used for charging over 2023. The energy used for charging is free to employees and covered by REC purchases, further exemplifying our efforts to reduce our emissions and those of our employees. Outside of the U.S., we also offer EV charging for employees. In Switzerland, we have a total of 20 renewable-powered EV charging ports between our Yverdon BioPlant and European Headquarters. A separate initiative at our European Headquarters to promote public transportation has led to a 20% reduction in the number of employees commuting by car since its launch.

<sup>23</sup>In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. These buildings are currently under renovation and are not fully operational or occupied, therefore their electricity consumption is excluded from this table.

<sup>24</sup>Some total figures may not add up due to rounding. Our GHG Inventory was developed in alignment with the GHG Protocol Corporate Standard.

<sup>25</sup>In May 2024, Incyte purchased two office buildings in downtown Wilmington, DE which significantly increased Incyte's total square footage. These buildings are currently under renovation and are not fully operational or occupied, therefore their emissions are excluded from this table.

<sup>26</sup>2019 & 2022 represent global air travel only. Values onward include global air, rail, and rental car travel.

<sup>27</sup>Incyte's business air travel emissions are estimated using emission factors published by the EPA's Corporate Climate Leaders. The EPA cites Air Travel factors from 2022 Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting (Version 2.0 June 2022). EPA cites the 2022 Release (based on 2018 activity data) rather than DEFRA's 2023 or 2024 release, because the 2023 and 2024 updates include significantly reduced load factors caused by COVID-19. The EPA believes that DEFRA's 2022 emissions factors more accurately reflect the current state of business travel.

<sup>28</sup>We began to track this data starting in 2022.

## Employee-Driven Green Initiatives

We empower employees to explore process improvements that complement our corporate environmental programs, recognizing the value of their insights and ideas for impact reduction. Greencyte, our global employee Green Team, fosters a culture of stewardship by raising awareness about important environmental issues through engaging internal programming. Formed in 2019, Greencyte works to set goals, solicit employee ideas, make recommendations and highlight opportunities to reduce our environmental impact.

In 2024, Greencyte celebrated Earth Day across the globe by raising awareness about the environmental footprint of digital file storage, encouraging employees to clean up duplicative documents. In the U.S., Greencyte helped us reach our paper goal on Earth Day by removing paper cups from our buildings and initiating the transition to reusable mugs with an “Ugly Mug Contest” to raise awareness.

Our employees again partnered with the Delaware Center for Horticulture and City Forest Credits to plant 100 trees in local parks in underserved neighborhoods. The projects not only help filter out traffic noise and industrial pollutants, but will replace trees lost to disease and pests, creating green spaces for communities with limited access to public services and gathering spaces.

## Emissions Offsets

Every year, after calculating our greenhouse gas (GHG) emissions inventory for the previous year, we purchase carbon credits to meet our carbon neutrality target. Through these investments, we’ve offset 100% of our calculated scope 1 and scope 2 market-based emissions from 2019–2023. While we continue to drive down these emissions, in 2025 we plan to purchase carbon credits once again to offset 2024 emissions.

One of our strategies to offset our hard to avoid emissions and contribute to ecosystem resilience is through reforestation. In 2024, we again partnered with Arbor Day Carbon to offset our scope 1 and scope 2 market-based emissions from 2023 by purchasing carbon credits from the GreenTrees® Reforestation Program. This reforestation and afforestation program in the Mississippi Alluvial Valley and Virginia is the largest verified reforestation carbon credit program in the U.S.

## Water Conservation

Across our global footprint, we strive to conserve water. We outfit all new and renovated spaces with motion- and presence-sensor faucets to optimize water use, and at our Wilmington campus, we’ve installed water presence sensors in high-traffic areas to detect leaks. To manage stormwater, the site uses bio-retention features such as underground detention tanks and porous pavers and asphalt. Green roofs at both our Global Headquarters and our Yverdon BioPlant also support storm water management.

We follow local regulations for wastewater permitting and handling and submit reports to local environmental agencies. To safely manage chemicals and hazardous waste, employees and contractors involved in handling these materials receive annual training to prevent residue from entering the environment. In the U.S., our research buildings undergo biannual wastewater sampling and annual inspections by local officials to verify compliance.

We use the World Resources Institute (WRI) Aqueduct Water Risk Atlas Tool<sup>29</sup> to evaluate our operations and identify sites located in regions of high or extremely high baseline water stress. As of April 2025, less than 1% of our total square footage is situated in such areas. While we don’t own these sites, we aim to reduce water use where feasible.

## Water Metrics<sup>30</sup>

	2019	2022	2023	2024
Water Usage (megaliter)	97	164	146	135

In 2024, we set and achieved our goal to reduce our U.S. buildings’ water consumption by 10% versus 2023.

<sup>29</sup>WRI Aqueduct

<sup>30</sup>This table includes only reported data for 2019–2023, which represents approximately 81%, 91% and 93% of Incyte’s global building square footage in 2019, 2022, and 2023 respectively. The 2024 value uses a combination of reported and estimated data to cover 100% of Incyte’s global building square footage. Metrics include leased and owned facilities.

## Waste Management

In accordance with all applicable regulations, we work to reduce our waste and manage it responsibly. We minimize raw material use in our operations and repurpose materials where possible to avoid final disposal.

Incyte collaborates closely with our waste vendors and our employees to identify opportunities for waste reduction and pollution prevention at our facilities. One example is the Chemical Inventory program at our Wilmington campus, an initiative where researchers, laboratories and departments share chemicals to reduce costs, wait times for chemical orders and waste generation. We also encourage recycling wherever possible. Our European Headquarters features a robust waste management process, encompassing the collection, sorting and recycling of 17 material categories.

We prioritize landfill diversion practices for both non-hazardous and hazardous waste. Non-hazardous waste is directed to a landfill-free waste and recycling facility where it is converted into energy. All hazardous waste is recycled, reused, fuel-blended or otherwise disposed of at a facility overseen by regulatory authorities. We adhere to all hazardous waste management regulations at our facilities, including U.S. Environmental Protection Agency (EPA) regulations at our Wilmington campus in Delaware.

Although we have no production facilities in the U.S., our Wilmington campus houses laboratories where we provide hazardous waste training—at hiring and annually thereafter—to all individuals handling chemicals and hazardous waste. Our lab employees and Facilities and EHS teams also discuss waste management as necessary during regular group safety meetings.

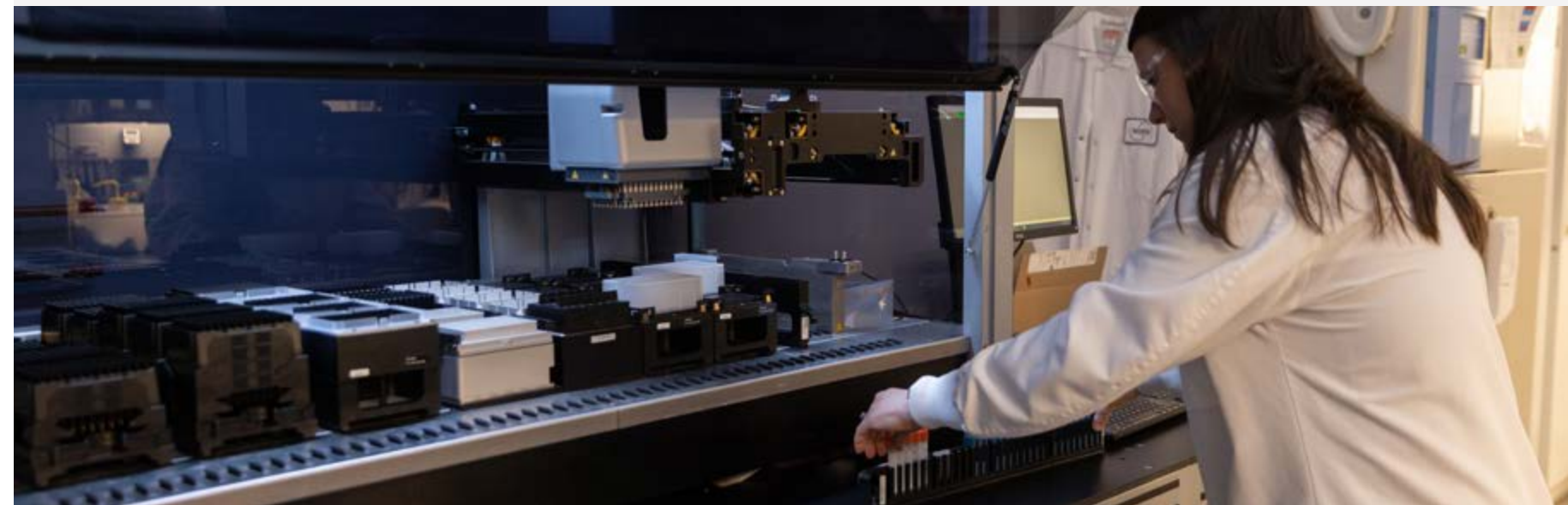
These initiatives enable us to safely divert materials for reuse, recovery and recycling. We encourage employees to work with the EHS team to continue to look for new opportunities to improve our environmental stewardship.

<sup>31</sup>This table includes reported data for 2019–2023, which represents approximately 81%, 91%, and 93% of Incyte's global building square footage in 2019, 2022, and 2023 respectively. The 2024 value uses a combination of reported and estimated data to cover 100% of Incyte's global building square footage. Metrics include leased and owned facilities.

<sup>32</sup>Special waste and infectious waste are classified as Hazardous Waste.

## Waste Metrics (Metric Tons)<sup>31</sup>

METRIC	2019	2022	2023	2024
Total waste generated	663	1,136	1,107	1,014
Total waste recycled	326	378	427	281
<b>Hazardous waste<sup>32</sup></b>				
Total hazardous waste	99	465	386	337
Total hazardous waste incinerated with energy recovery	75%	92%	83%	78%
Total hazardous waste incinerated	25%	8%	17%	22%
<b>Non-hazardous waste</b>				
Total non-hazardous waste	563	671	721	672
Total non-hazardous waste landfilled	23%	0%	0%	1%
Total non-hazardous waste recycled	58%	56%	59%	42%
Total non-hazardous waste incinerated with energy recovery	19%	43%	41%	57%
Total non-hazardous waste incinerated	0.2%	0.3%	0.1%	0.3%



# GOVERNANCE AND RISK MANAGEMENT

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

## Corporate Governance

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

## Board Expertise

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

As a recognized 2024 Champion of Board Diversity by the Forum of Executive Women for the fourth consecutive year, we're proud to highlight that 33% of our Board seats are held by women.

## Our Board

**56%**

Holds Ph.D. or M.D.

**89%**

Independence

**33%**

Board Refreshment

**3 of 9**

nominees elected in the last five years

**11%**

Ethnically or Racially Diverse

## 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 per year. The Executive Team also provides updates to various Board committees with oversight responsibilities for specific aspects of our ESG program.

## Incentivizing ESG Performance

For the third year, the Compensation Committee tied our annual incentive cash bonus program directly to the achievement of ESG targets. We met our 2024 targets and set two new targets for 2025. Our 2024 targets were:

1. Reduce U.S. buildings' water consumption by 10% from 2023
2. Decrease paper usage globally by 15% over 2023
3. Increase LinkedIn Learning global engagement from 28% to 55% total viewers
4. Increase the proportion of Black and Hispanic job applicants who advance to the initial interview stage to 10% in 2024

Our 2025 ESG goals are designed to help us stay focused on strategic priorities and sustain momentum toward our long-term targets:

1. Quantify all relevant scope 3 greenhouse gas emissions, allowing us to understand our global emissions footprint and help guide future environmental efforts
2. 100% of Incyte employees and contractors complete two Cybersecurity awareness training sessions, bolstering our security posture & enhancing user awareness

## Risk Management

Although 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.



## 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, whether conducted internally or at third-party institutions, we are committed to upholding the highest ethical standards, strictly complying with federal, state and local regulations and aligning with the performance standards outlined in the National Research Council's [Guide for the Care and Use of Laboratory Animals](#).

Incyte's Institutional Animal Care and Use Committee (IACUC), a team of Incyte scientists, non-scientists, an attending veterinarian and community members, oversees our Animal Care and Use Program, providing continual review of research activities and design. Our Group Vice President of

Translational Sciences serves as the designated Institutional Official, appointed by our Executive Team's President and Head of Research and Development. Accredited by AAALAC International since 2015, our program received no suggestions for improvement (SFI) following our Q4 2024 reaccreditation site visit. Additionally, we provide annual training for applicable staff and contractors on Incyte's animal welfare program requirements and standards.

### Emerging Technologies

Incyte carries out all research in compliance with established regulatory and industry guidelines on the safe and ethical use of emerging technologies (e.g., cell therapies, nanotechnology or genetic engineering) and we expect our external partners to do the same. While our current in-house R&D efforts do not include the development of agents that directly apply such technologies as human therapeutics, we do use some of these technologies as tools in our research.

### 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 2024, we collected submissions for our sixth annual 3Rs Awards—where employees share innovations in research that directly address these principles. The award recipients were honored with cash prizes and plaques during an award presentation event in 2025. At the event, award recipients presented their work, educating colleagues about their innovations.



## Ethics and Compliance Program

Incyte implements a comprehensive Compliance Program that helps us maintain easily accessible written standards, provide ongoing education and training, conduct risk assessments, monitor activities and maintain and enforce corrective action procedures. The program, which follows the Seven Elements of an Effective Compliance Program, is routinely reviewed by our global and regional compliance committees. We 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 ensure adherence to the [Code of Business Conduct and Ethics](#), its underlying policies and any relevant laws and regulations. Incyte's Chief Compliance Officer updates the Audit and Finance Board Committee at least twice per year.

### Anti-Corruption and Anti-Bribery

Our [Code of Business Conduct and Ethics](#) makes clear that we prohibit all forms of bribery and corruption. Our Anti-Bribery and Anti-Corruption (ABAC) policy defines bribery as directly or indirectly providing, offering or promising to provide anything of value to an individual, knowing it is for the purpose of improperly influencing, inducing or otherwise affecting an official act or decision. This includes commercial bribery as well as 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

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

## When Compliance and Ethics Meet Quality

This year, Incyte's Compliance and Quality teams joined forces to jointly celebrate Compliance Week and Quality Day. To kick off the week, we hosted Astronaut Mike Mullane at our Global Headquarters in Wilmington, Delaware, where he spoke to employees about his experience in space and how it aligns with compliance, quality and accountability. Other communications included leadership videos from our Chief Compliance Officer and Vice President of Global Quality Assurance, daily interactive "missions" to test employee knowledge and refresher training on Incyte's Code of Conduct and ABAC policy. We also engaged in meaningful discussions with our leaders and reinforced our collective dedication to provide exceptional care to our patients by doing the right things for patients, aiming to be right the first time and continuously improving the way we work.



## Ethics and Compliance Training and Resources

We clearly communicate our ethical standards and expectations to employees. We provide regular training on ethics and compliance policies and procedures, as well as legal obligations under applicable government healthcare programs. Employees receive [Code of Business Conduct and Ethics](#) training and ABAC training when they join the company and complete an annual training thereafter. We're proud that in 2024, 100% of Incyte employees who were assigned training completed it successfully.

Through regular Compliance newsletters and annual Corporate Compliance and Ethics Week events, we reinforce employee awareness of ABAC and the [Code of Business Conduct and Ethics](#) while highlighting opportunities for additional training. We also auto-install our Global Compliance application on all company-issued cell phones to give employees easy access to important resources and contacts.

## Ethics and Compliance Reporting

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

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 are encouraged and empowered to raise questions or concerns to their manager, the Compliance Department, Legal Department, Human Resources or through our Compliance Helpline, which allows for anonymous reporting where permitted by law.

## Compliance Helpline

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

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

## Auditing, Monitoring and Taking Action

Our reporting and investigation process ensures we receive and review submitted Compliance Helpline concerns appropriately and promptly. We regularly monitor and audit compliance with our policies and procedures. Our Reporting and Investigating Allegations of Non-Compliance Policy allows us to address inappropriate conduct, take appropriate disciplinary action and identify opportunities to strengthen policies, training and internal controls to prevent future violations. The policy includes protocols for the intake, investigation and close-out of alleged violations of applicable laws or company policy.

## Political Involvement

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.



## Human Rights

At the core of Incyte's purpose to find solutions for patients with unmet needs lies a deep respect for the fundamental rights and freedoms of human beings everywhere. Our [Human Rights Statement](#) defines our commitment to upholding human rights across our operations in line with the United Nations' (U.N.) International Bill of Human Rights, the U.N.'s Universal Declaration of Human Rights, the U.N.'s Guiding Principles on Business and Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. It outlines our prohibition of child and forced labor, our commitment to workplace security and anti-harassment, freedom of association and our dedication to maintaining safe, healthy workplaces to protect our employees and the environment. This commitment guides the way we work and the way we engage with our suppliers.

## Ethical Marketing

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

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



Must be truthful, non-misleading and fairly balanced in presenting an Incyte product's benefits and risks



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 and Canada. 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.

## Product Quality and Safety

Developing safe and high-quality products is critical to our success and continued ability to *Solve On.* for patients, and quality is at the core of everything we do. To support our commitment to quality and safety, we have implemented a comprehensive Quality Management System (QMS). The Incyte QMS corresponds to the organization, policies, processes and digital applications that enable us to discover, develop, manufacture and distribute our products while continuously complying with the highest regulatory standards. These standards are referred to as "GxP" encompassing Good Laboratory, Clinical, Manufacturing, Distribution and Pharmacovigilance Practices.

## Supplier Audits

It's critical that our business partners share our values and operate in a responsible and ethical manner. We expect our partners and third parties such as service providers, suppliers and subcontractors to comply with all applicable laws and regulations of the countries, states and localities where they operate and to uphold the standards and expectations reflected in our [Code of Business Conduct and Ethics](#).

The GxP activities we outsource directly impact our ability to timely deliver safe and effective products to our patients. We verify our partners and third parties (service providers, suppliers and subcontractors) involved in GxP processes through a formal vetting process. The process consists of:

1

Initial due diligence

2

Qualification based on applicable regulatory requirements and our QMS

3

Routine evaluation of compliance on an ongoing basis, based on Quality Risk Management standards

All Incyte suppliers involved in the product lifecycle from discovery to post-market surveillance are required to apply GxP regulations. In accordance with our QMS, we conduct routine supplier audits to monitor supplier compliance, with incremental controls implemented depending on the criticality of GxP activities outsourced and risk.

## Cybersecurity and Data Privacy

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

### Cybersecurity Program

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

Our Cybersecurity program uses technical and administrative safeguards, including cybersecurity monitoring and penetration testing, vulnerability assessments and remediation and audits with rotating third parties 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. In the event of a failed phishing test, employees must undertake additional training.

In 2024, 100% of our employees and contractors completed cybersecurity best practices training and refresher modules and were tested using phishing simulation campaigns.

To help us stay ahead of cybersecurity trends and promote vigilance among employees, we introduced a 2025 goal related to cybersecurity training, with the aim for all employees and contractors to complete a minimum of two cybersecurity awareness trainings. Performance against this goal will be tied to executive compensation.

## Our Approach to Tax

As a biopharmaceutical company, we have a responsibility to care for others, including the communities in which we operate. We are committed to being a good corporate tax citizen globally, preparing and filing tax returns and striving to comply with all tax laws in the jurisdictions where we have operations. Responsibility for our approach to tax is led by our Vice President & Global Head of Tax, who reports directly to our Chief Financial Officer. At the highest level, Incyte's Audit and Finance Committee of the Board of Directors oversees finance-related matters. For more information, please see our [2024 Annual Report on Form 10-K](#).



# APPENDIX

## UN SDGs

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

## TCFD Introduction

Climate change poses a global threat that could affect our business over time. We are committed to deepening our understanding of climate-related impacts and are working to track our progress in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Our efforts are focused on identifying both the risks and opportunities related to climate change across short, medium, and long-term timeframes. We are actively evaluating the potential impact of these factors on our business strategy and financial planning for the future. Each year, we strive to enhance our TCFD reporting as we incorporate evolving best practices and guidance into our processes.

## Governance

### Board-level Oversight

Incyte's climate strategy is overseen by our Board of Directors, which is responsible for reviewing the company's strategic direction, capital plans, and operating budgets, ensuring that these plans account for potential risks and uncertainties that could affect our long-term goals and financial performance. The Board also oversees our ESG strategy, which includes targets and initiatives designed to address climate-related risks while seizing related opportunities. Our Executive Team provides the Board with biannual

updates on Incyte's global responsibility efforts, with additional ad hoc briefings on climate-related matters as needed. In collaboration with the Audit and Finance Committee, the Board oversees the company's enterprise risk assessment and management practices, including with respect to financial, operating, and cybersecurity and other information technology risks. Within these risks, climate-related risks are implicitly considered. Additionally, the Board's Compensation Committee incorporates environment and climate into executive compensation decisions, linking a portion of variable compensation to the company's ESG goals. This includes initiatives like further quantifying our scope 3 emissions, encouraging continued progress in reducing our environmental footprint. By tying annual ESG goals to compensation, we aim to incentivize all employees and our Executive Team to contribute to meaningful progress and reinforce the importance of sustainability at Incyte.

### Management Oversight

Due to Incyte's global structure, the responsibility for managing climate-related risks and opportunities is distributed across various teams and individuals throughout the organization. Our CEO and Executive Team lead the company's global responsibility initiatives, managing climate risks and minimizing our environmental impact. The Senior Manager, ESG Reporting and Sustainability, coordinates efforts across the business to identify climate-related risks and opportunities. This process involves engaging with internal stakeholders from core business functions to gather insights on potential risks and opportunities. Each location is responsible for managing climate-related risks specific to its operations and geographic area, including efforts to reduce environmental impacts such as emissions, water usage, and waste. Site management also oversees mitigation efforts, including emergency response plans for potential natural disasters and extreme weather events that may become more frequent due to climate change. As we refine our climate risk assessment in accordance with TCFD guidelines, we are working to integrate this process into our broader enterprise risk assessment framework.

## Strategy

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

We currently define our risk horizons as:

**0-1 year**  
Short-term

**1-5 years**  
Medium-term

**5+ years**  
Long-term

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

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

## Transition Risks

Risk Type	Climate-related Risk	Risk Impact	Mitigation
Policy and Legal	<p><b>Enhanced reporting obligations due to climate change</b></p>	<p><b>Expenditures - Increased operating expenditures and increased compliance costs</b></p> <p>Enhanced regulation associated with climate change in the U.S., EU and other markets will increase reporting requirements for Incyte over time. Operating costs are likely to increase as we dedicate resources to developing robust data collection, risk management and governance processes to ensure compliance with evolving regulatory standards.</p> <p>If we fail to comply with applicable laws and regulations, we may face non-compliance or late filing fees or be subject to other governmental enforcement activity.</p> <p>We recognize that with enhanced reporting comes increased scrutiny. Overcommunication and/or miscommunication of information could potentially lead to competitive threats or lawsuits.</p>	<p>We have invested in establishing internal ESG expertise, and work with external consultants to facilitate compliance with current and emerging regulations. We voluntarily publish our Global Responsibility Report and work to incorporate internationally aligned frameworks such as TCFD into our disclosures to establish processes required for future mandated reporting.</p> <p>In anticipation of future regulations, we conducted an internal analysis to identify areas where there are opportunities to improve our data collection processes.</p>
	<p><b>Increasing cost of carbon</b></p>	<p><b>Expenditures - Increased direct and indirect costs</b></p> <p>As the world transitions to a decarbonized economy and companies set carbon reduction goals, the price of carbon is likely to increase. This will result in increased direct costs as we aim to achieve our key environmental target to be operationally carbon neutral by 2025 by purchasing carbon offsets for our scope 1 and 2 carbon emissions. We have invested over \$1.8M in carbon credits to date to offset 100% of our calculated scope 1 and scope 2 market-based emissions in 2019-2023. Costs have already more than doubled, and prices may continue to rise over time.</p> <p>In addition, as governments aim to meet reduction targets, carbon taxes are expected to be rolled out to additional sectors and markets over time. Incyte is currently captured by the Swiss carbon tax for scope 1 emissions which would increase direct costs for the business.</p>	<p>Our offsets are a part of our larger corporate environmental targets. We have also implemented initiatives to reduce our absolute emissions, which will minimize the impact of risks related to carbon pricing over time. We maintain an approved energy efficiency plan with the Swiss Federal Office on the Environment (FOEN) to reduce our footprint, which exempts us from current carbon taxes.</p>
	<p><b>Mandates on and regulation of existing products and services</b></p>	<p><b>Expenditures - Increased direct costs</b></p> <p>Environmental regulation regarding products and packaging is likely to increase over time, which may require Incyte to explore alternative sustainable packaging or material options. Such materials are likely to be higher cost than their non-sustainable alternatives as demand increases, resulting in further costs to the business. Not complying with emerging regulations may result in taxes or fines for the business, as well as restraints on selling our products into key markets.</p>	<p>We monitor emerging environmental regulations which may impact our operations and markets. We remain committed to minimizing our environmental footprint as we focus our efforts on reducing the impact of our operations and products.</p>

## Transition Risks

Risk Type	Climate-related Risk	Risk Impact	Mitigation
Reputation	Increased stakeholder concern or negative stakeholder feedback	<p><b>Capital - Decreased access to capital; Expenditures - Increased operating costs to upskill and develop resources/work with consultants or contractors</b></p> <p>Our stakeholders may have increased interest in our sustainability credentials as the importance of ESG grows. An actual or perceived lack of action to reduce our overall carbon footprint could negatively impact investor sentiment. This could potentially limit our access to capital, as the focus on environmental impacts, climate change and net zero targets increases.</p> <p>In addition, we depend on key employees in a competitive market for skilled personnel, and the loss of key employees or our inability to attract and retain additional personnel would affect our ability to expand our drug discovery and development programs and achieve our objectives. Negative environmental impacts or an absence of a robust ESG program could impact our ability to attract and retain future key talent.</p>	We engage with our stakeholders regularly, ensuring concerns and needs are considered in the development of our products, as well as our operations. Our annual ESG goals hold us accountable for continued performance. We also publish an annual Global Responsibility Report to transparently communicate our sustainability credentials to our stakeholders.
Market	Increased cost and disruption to raw materials	<p><b>Expenditures - Increased operating expenditures</b></p> <p>Climate change could cause or potentially exacerbate supply disruptions, resulting in increased costs for raw materials or unexpected shortages in availability. Our third-party manufacturers require access to certain supplies and products to manufacture our products and drug candidates. If supply delivery is interrupted or if manufacturers are unable to purchase sufficient quantities of raw materials, this poses a risk to our business.</p> <p>Market shifts due to climate change could also cause increased operational costs leading to uncertainty around pricing for our current and future products.</p>	We mitigate risks to our procurement processes by establishing safety stock and business continuity plans for products to help manage risk from single source suppliers.
	Changing customer preferences	<p><b>Revenue - Decreased revenue due to a reduced demand for products and services</b></p> <p>As sustainability grows in importance, customer preferences may begin to favor more sustainable alternative products and services. If Incyte does not remain on top of changing customer trends, our position in the market, revenue and profitability may be at risk. If Incyte's sustainability strategy and targets are not aligned with those of key partners, competitors and/or large governmental organizations, our ability to remain competitive in the market may be impacted.</p>	We engage with partners and customers regularly, monitoring concerns and trends. Our Global Responsibility Report transparently communicates our sustainability credentials to our stakeholders, including customers.

## Transition Risks

Risk Type	Climate-related Risk	Risk Impact	Mitigation
Market	Increased cost of energy	<p><b>Expenditures - Increased operating / energy costs</b></p> <p>Climate change is likely to result in increased energy costs over time as the world shifts to renewables. This will likely exacerbate the impact of rising energy costs, especially those associated with geopolitical events, resulting in increased operating costs for businesses.</p> <p>As we aim to meet our emissions goals, our efforts are focused on sourcing renewable energy across our operations.</p>	<p>This risk will be managed as we continue to roll out energy efficiency and onsite power generation across our operations. At our sites in Switzerland, we have onsite solar installations to generate some of our own electricity. In 2024, solar panels generated ~7% of electricity consumed by our Yverdon BioPlant and ~5% of electricity consumed by our Morges office.</p>
Technology	Cost to transition to low carbon technology	<p><b>Expenditures - Increased capital expenditures</b></p> <p>Decarbonizing our operations and achieving our targets requires investment in innovative and potentially costly technology solutions across all our operations.</p> <p>We have already dedicated capital to lower carbon technology across our operations, including by installing HVAC system upgrades and LED lighting conversion for improved building efficiency. Our new R&amp;D facility in Delaware incorporates state-of-the-art technology and functionality to limit our environmental impact, including smart lighting systems and 50 EV charging ports to promote lower-emissions commuting. Water for site irrigation is also partially sourced from an onsite rainwater collection system.</p> <p>Our sites include several features to optimize energy efficiency, including solar panels at our BioPlant and European headquarters. To meet ambitious carbon reduction targets, we may be required to continue to invest in lower carbon technology across our operations over time.</p>	<p>The upfront costs associated with upgrading technology and buildings to be more efficient will partly be mitigated by the payback associated with decreased operating costs as energy usage decreases and efficiencies increase.</p>

## Physical Risks

Risk Type	Climate-related Risk	Risk Impact	Mitigation
Acute	Increased severity and frequency of flooding	<p><b>Expenditures – Increased direct and indirect costs</b></p> <p>It is likely that flooding may increase in severity and frequency due to climate change. This may potentially disrupt our business as we could face direct damage to assets, impacts on critical transportation routes and pressure on sourcing materials, which could increase costs associated with maintenance, supply chain and customer delays.</p> <p>According to our most recent impact assessment which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (&lt;1% of Incyte’s global square footage) as potentially high-risk exposure for flooding in the medium- and long-term. Thus, the overall potential impact of flooding to disrupt our critical operations is limited.<sup>33</sup></p>	We have dedicated safety stock and business continuity plans for products as well as global property insurance.
	Increased frequency of wildfires	<p><b>Expenditures – Increased direct and indirect costs</b></p> <p>As climate change worsens, wildfires are likely to increase in frequency and severity over time due to increased droughts, heatwaves and other extreme weather conditions. This may potentially disrupt our business as we could face direct damage to assets, impacts on critical transportation routes and pressure on sourcing materials which could increase costs associated with maintenance, supply chain and customer delays.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (&lt;1% of Incyte’s global square footage) with potentially high-risk exposure to wildfires in the long-term. Thus, the overall potential impact of wildfires to disrupt our critical operations is limited.<sup>34</sup></p>	We have dedicated safety stock and business continuity plans for products as well as global property insurance.

<sup>33</sup>Data: Climate Central – sea level rise and 100-year flood level.

<sup>34</sup>Data: Probable Futures – change in wildfire danger days.

## Physical Risks

Risk Type	Climate-related Risk	Risk Impact	Mitigation
Chronic	Rising mean temperatures	<p><b>Expenditures – Increased direct and indirect costs</b></p> <p>As a result of climate change, rising global temperatures are expected to increase the frequency and severity of periods of extreme heat or heatwaves. Heatwaves may impact company operations as productivity decreases and the risk of heat-related health issues amongst employees increases. An increased demand for cooling is expected, as we aim to maintain optimal temperatures for employees, technology and operations. This may result in increased energy usage, and therefore associated scopes 1 and 2 carbon emissions, increasing operating costs for the business and reducing our ability to reduce energy use in line with business goals and industry expectations. In addition, this may lead to an increased risk of power outages due to pressure on the grid. Power outages at material sites could result in major business disruptions which could harm our operations, future revenues and financial condition and increase our costs and expenses.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified two small, leased offices (approximately 1% of Incyte’s global square footage) with potentially high exposure to extreme temperatures in the long-term. Thus, the overall potential impact of rising mean temperatures to disrupt critical operations is limited.<sup>35</sup></p>	The upfront cost of increased energy usage will partly be mitigated by the payback associated with decreased operating costs as we utilize onsite renewable energy and energy efficient technology across our operations.
	Water stress	<p><b>Expenditures – Increased direct and indirect costs</b></p> <p>As climate change worsens, it may result in a reduction in freshwater resources and an increase in water stressed areas. Where water is a material resource in both our direct operations and supply chain, this may result in increased costs to the business or a disruption to operations as water costs and regulation of restricted usage and reporting requirements increase.</p> <p>According to our most recent impact assessment, which involved understanding the impact of acute and chronic physical risks on our sites in a carbon-intensive scenario in 2030 and 2050, we identified one site in potentially extremely high exposure by 2030 and one additional site by 2050. These are small, leased offices (&lt;1% of Incyte’s global square footage), thus the overall potential impact of water stress to disrupt critical operations is limited.</p> <p>Our Wilmington, Delaware, laboratories and offices are in lesser water stress but potentially could move to high exposure to water stress by 2030.<sup>36</sup></p>	<p>We outfit all new and renovated spaces with motion- and presence-sensor faucets to optimize water use, and at our Wilmington campus, we’ve installed water presence sensors in high-traffic areas to detect leaks. To manage stormwater, the site uses bio-retention features such as underground detention tanks and porous pavers and asphalt. Green roofs at both our Global Headquarters building in Delaware and our Yverdon Bioplant also support storm water management.</p> <p>Additionally, in 2023, we set and achieved a goal to reduce water consumption of our U.S. buildings by 10%. We are committed to monitoring and, where possible, reducing water use across our operations.</p>

<sup>35</sup>Data: IPCC WGI Interactive Atlas – days over 35°C.

<sup>36</sup>Data: WRI Aqueduct Risk Atlas – water stress.

## Climate-related Opportunities

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

## Risk Management

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

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

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

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

## Metrics and Targets

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

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

To drive progress, ESG objectives are integrated into the annual incentive cash bonus program for both our Executive Team and employees. In 2024, we set four ESG targets, two of which were focused on reducing our environmental impact. We successfully achieved our carbon neutrality target for 2019-2023, as well as the additional annual targets tied to compensation since 2022.

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 25-26 and our [Proxy Statement](#). For emissions and energy use metrics, see pages 27-30.



## SASB

### Sustainability Disclosure Topics & 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-210a.1	See Clinical Trials, page 14.
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	For Incyte FDA inspections: (1) 0 (2) 0
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Incyte discloses information about material legal proceedings in our <a href="#">Annual Report on Form 10-K</a> .
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	We do not currently disclose this information.
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	We do not currently disclose this information.
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	We do not currently disclose this information.
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	We do not currently disclose this information.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	0 listed in FDA MedWatch.
	Number of fatalities associated with products	HC-BP-250a.2	We do not currently disclose this information.
	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	0; 0
	Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	We do not currently disclose this information.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	0

## SASB

### Sustainability Disclosure Topics & Accounting Metrics

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	Anti-counterfeiting measures and product serialization are key parts of Incyte's Global Supply Chain Security & Anti-Counterfeiting program. We mark every commercial product pack with a unique 2D barcode which enables us to track it from the manufacturer to the point of dispensing, allowing us to verify each product's journey. To ensure authenticity, Incyte applies a layered approach of anti-counterfeiting and tamper-evident technologies and measures. These built-in safeguards help patients, healthcare providers, regulators, and law enforcement easily confirm that the medicine is genuine and unaltered.
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Incyte has monitoring and surveillance technologies to maintain product traceability throughout the supply chain and effectively prevent counterfeiting activities. Investigations of suspected incidents are initiated and conducted by our Global Supply Chain Security & Anti-Counterfeiting department in coordination with subject matter experts from other departments, as necessary. Upon confirmation of a counterfeit, the issue is escalated to the Falsified Drug Product Committee (FDPC) and Management Review Board (MRB) for further review and action. The FDPC team, a cross-functional team chaired by the head of our Global Supply Chain Security & Anti-Counterfeiting program, includes representation from Supply Chain, QA, Communications, Commercial, Legal, Regulatory Affairs and our licensed partners as appropriate for further review and action. Clear processes and protocols are established to promptly notify customers and business partners about potential or confirmed risks of counterfeiting, essential for safeguarding patient safety.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Incyte discloses information about material legal proceedings in our <a href="#">Annual Report on Form 10-K</a> .

**SASB****Sustainability Disclosure Topics & Accounting Metrics**

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 <a href="#">Annual Report on Form 10-K</a> .
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	See Ethical Marketing, page 38.
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 18.
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	We do not currently disclose this information at the group level, however, total voluntary turnover rate was 4.5% in 2024, down from 6% in 2023.
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, EMA and other relevant health authorities. 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 <a href="#">Code of Business Conduct and Ethics</a> .
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 <a href="#">Annual Report on Form 10-K</a> .
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	See Ethical Marketing, page 38.

## SASB

### Activity Metrics

Activity Metric	Code	Disclosure
Number of patients treated	HC-BP-000.A	Over 295,000.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	(1) 9 approved products.

