



2020

Global Responsibility Highlights

INCYTE.COM

Patients

6 Products; **3** Approved in 2020

22 Clinical Candidates at Year-End

251 New Patients Treated Through Expanded Access Program or Single-Patient IND Applications

Community

50% Increase in Donations Through Incyte Charitable Giving Foundation

Team

100% Employees Afforded Annual Equity based Grants

#2 Top Employer by Science Magazine

38% of Global Leadership Positions¹ Held by Women

4.9% Voluntary Turnover Rate

Environment

100% of Electricity at U.S. Headquarters² Renewably Sourced

100% Increase in Electric Car Charging Ports at U.S. Headquarters²

100% of U.S. Headquarters² Landfill Free

Risk Management

100% of Employees Completed the 2020 Code of Conduct Training

100% of Workforce³ Trained and Tested⁴ in Cybersecurity Best Practices

26 Online Cybersecurity Training Sessions

1. Includes roles of Director and above 2. Incyte's U.S. Headquarters consists of two buildings – 1801 and 1815. 3. Includes Incyte employees as well as contractors 4. Incyte's workforce was tested using phishing simulation campaigns