



2020 Global Responsibility Annual Progress Report and SASB Index



Forward-looking Statements

This Global Responsibility Report for the Year Ended December 31, 2020 contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the “Risk Factors” section and throughout our 2020 Annual Report on [Form 10-K](#). These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission and earnings releases.



About this Global Responsibility Report

2020 marks the second year that Incyte has published a formal Environmental, Social and Governance (ESG) disclosure, which is detailed in the [Global Responsibility](#) section of our website and in the [Sustainability Accounting Standards Board](#) (SASB) Index contained within this document. We have also integrated our reporting with the SASB standards for Biotechnology and Pharmaceuticals industries.

Our ESG disclosures are a work in progress, and we will continue to evaluate the standards each year and enhance our reports as appropriate. All data are global and reflect updates as of the year ended December 31, 2020 unless otherwise noted.





Dear Fellow Stakeholders,

Our science-first approach has been the foundation of our company for almost 20 years, and I am very pleased to report on another year of outstanding achievements at Incyte. During 2020, we announced approvals from the U.S. Food and Drug Administration (FDA) for three new medicines¹, and we navigated the COVID-19 pandemic with agility and resilience. We now have six approved products globally and reported total product and royalty revenues of \$2.5 billion, representing an 18% increase over 2019, as well as a strong balance sheet, which illustrates the success of our strategy targeting diversification and growth.



We are also proud of the progress we have made in the five key areas of our Global Responsibility initiative that we established in 2019. Over the last year, we have continued our work to increase our environmental, social and governance (ESG) disclosures and improved upon our objectives. We are proud to share our progress with you in this report.

We recognize that protecting the environment is an important obligation, and we must not wait to take action. For the first time, we have established specific goals that reinforce our commitment to protecting the environment and increasing transparency to our key stakeholders. It is our hope that these goals will help to drive meaningful change to Incyte and to our planet.

We continue to engage with you, our stakeholders, and are pleased to respond to your feedback. My fellow Directors and I would like to thank you for your continued support and encouragement.

Solve On.

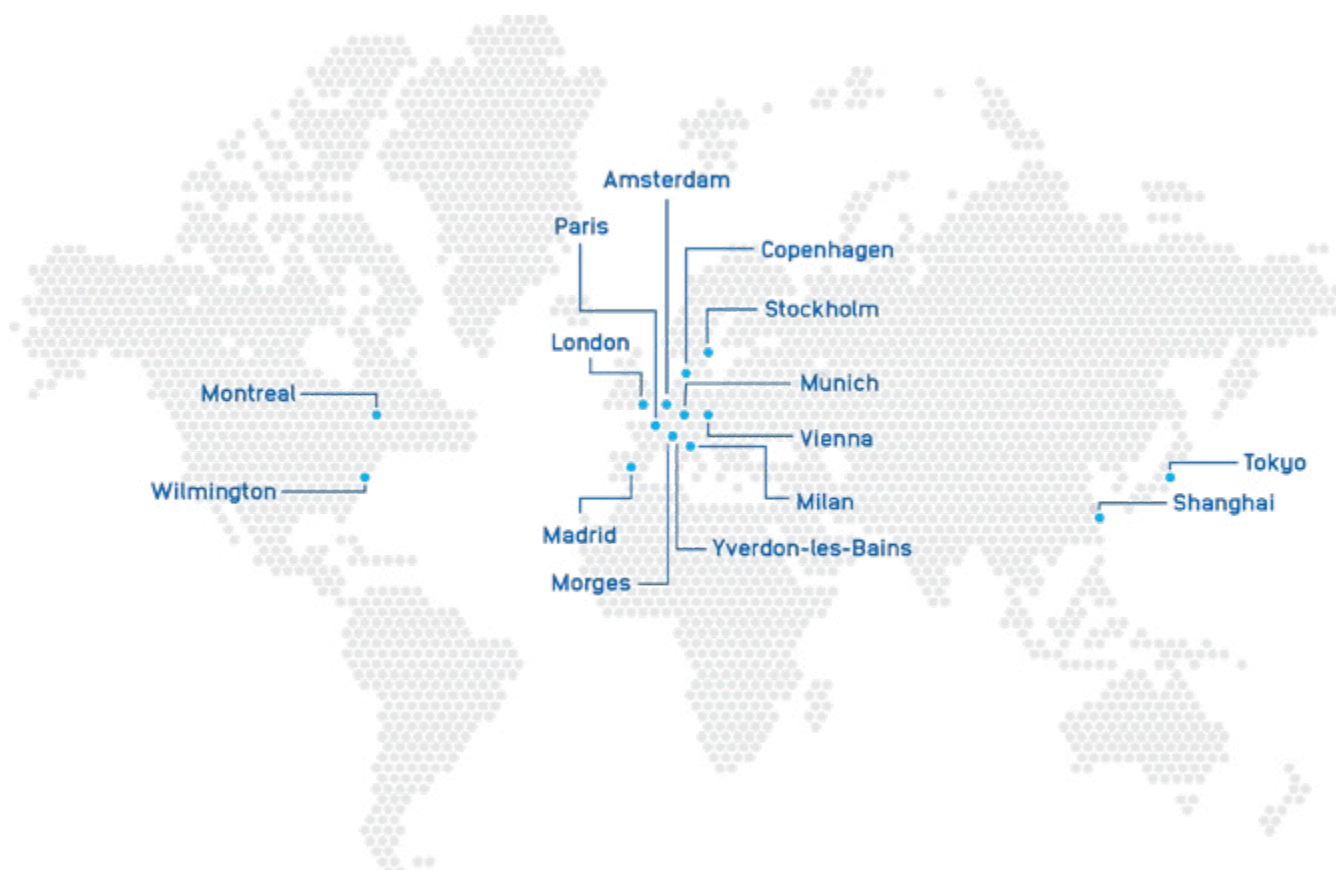
Hervé Hoppenot



About Incyte

Incyte is a global biopharmaceutical company founded on the premise that investment in strong science and the relentless pursuit of R&D excellence can translate into new solutions that positively affect patients' lives.

Our drug discovery and development efforts were founded in 2002 in Wilmington, Delaware, by a team of research scientists, chemists and biologists working in immunology. Today, we employ more than 2,000 people and have operations in North America, Europe and Asia.

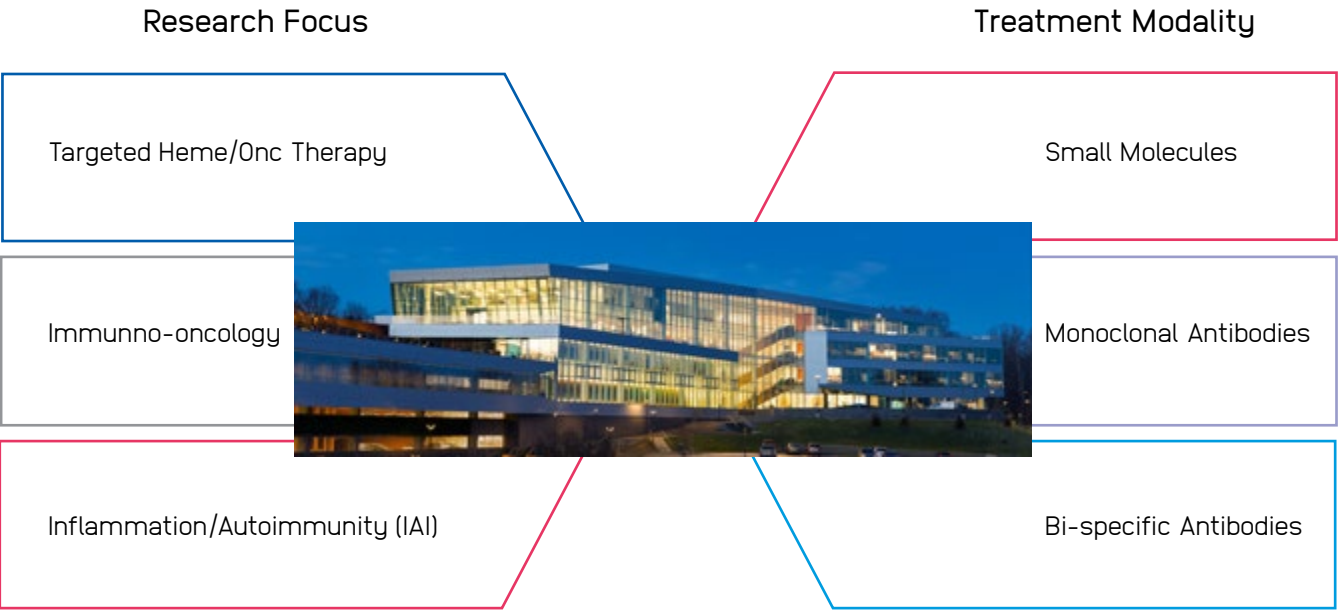


The commitment of our talented team of world-class scientists to continued scientific excellence has enabled us to identify new molecules, decipher new pathways and develop first-in-class and best-in-class medicines.



Our research is focused on two therapeutic areas that are defined by the indications of our approved medicines and the diseases for which our clinical candidates are being developed.

The first therapeutic area is **Hematology/Oncology**, which is comprised of solid tumors and hematologic malignancies. Our second therapeutic area is **Inflammation and Autoimmunity (IAI)**, which includes our newly established Incyte Dermatology commercial franchise.





Patients

COMMITMENT TO INNOVATION

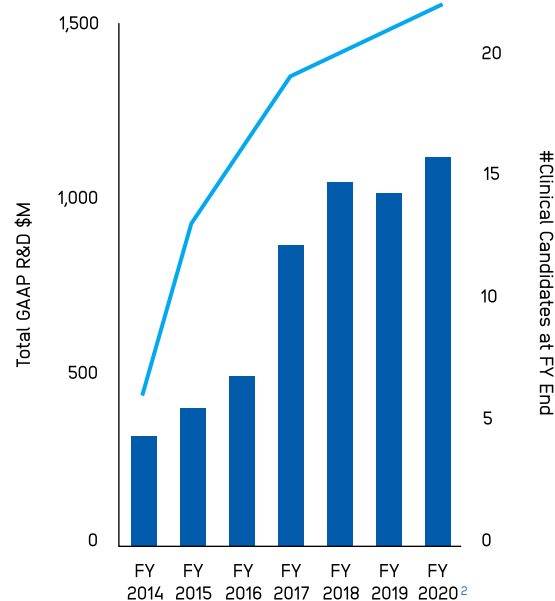
SASB: HC-BP-000.B

Our scientific innovation is driven by our in-house discovery and development teams, including chemists, biologists, translational scientists and clinicians, who work together to create a seamless and integrated approach to research and development that is tailored to individual program needs.

This effort has resulted in the *regulatory approvals of 4 medicines across 6 indications and 3 continents.*

R&D Investment vs Clinical Candidates

22 Clinical Candidates
at the end of 2020



APPROVED PRODUCTS

We now have 6 approved products, 3 of which were approved in 2020 and 4 of which are commercialized by Incyte. We also have achieved two regulatory approvals so far in 2021, with the approval of Pemazyre® (pemigatinib) in Europe and Japan. Following these approvals, Pemazyre became our first internally discovered product to be commercialized globally by Incyte. We are also positioned for, potentially, five additional regulatory approvals and six more submissions for this year in the United States, Europe and Japan.



Jakafi® (ruxolitinib)³ is approved in the United States (U.S.) for the treatment of adults with intermediate or high-risk myelofibrosis, the treatment of adults with polycythemia vera who have had an inadequate response to or are intolerant of hydroxyurea and for the treatment of steroid-refractory acute graft-versus-host disease in adult and pediatric patients 12 years and older.



Iclusig® (ponatinib)⁴ is approved in Europe for the treatment of certain adult patients with chronic phase, accelerated phase or blast phase CML or the treatment of certain adult patients with Ph+ ALL.



Pemazyre® (pemigatinib)⁵, a selective fibroblast growth factor receptor (FGFR) inhibitor, is now approved¹ for use in the U.S., Europe and Japan for certain patients with either unresectable locally advanced or metastatic cholangiocarcinoma or, in Japan, unresectable biliary tract cancer. Pemazyre is Incyte's first internally discovered product that is also being commercialized globally by Incyte.



In August of 2020, the FDA approved Monjuvi® (tafasitamab-cxix)⁶ for the treatment of patients with relapsed or refractory diffuse large B-cell lymphoma (r/r DLBCL).








We participate in multiple partnerships in which we are eligible for milestone payments and royalties on certain Incyte-discovered products that we licensed to third parties. These include Jakavi® (ruxolitinib)³ and Tabrecta® (capmatinib)⁷, which are licensed to Novartis; and Olumiant® (baricitinib)⁸, which is licensed to Eli Lilly and Company.



COMMITMENT TO RARE DISEASES AND UNDERSERVED PATIENT POPULATIONS

Incyte is committed to developing medicines for patients in need. Our first approved product, Jakafi, was the first JAK inhibitor to be approved in oncology. It was also the first product approved in all three of its indications. All of our currently approved products are for use in patients with rare diseases.

Coming up in our portfolio, a Biologics License Application (BLA) for retifanlimab is under review by the FDA for squamous cell carcinoma of the anal canal, an orphan disease; a supplemental New Drug Application (sNDA) is under review by the FDA for steroid-refractory chronic graft-versus-host disease (GVHD); and an sNDA filing for ruxolitinib cream is planned for later this year for vitiligo, a condition for which there are no approved therapies for repigmentation.

FIRST-IN-CLASS COMPOUNDS	FIRST APPROVED INDICATIONS	LATE STAGE PORTFOLIO
 First JAK-inhibitor approved in oncology	 Myelofibrosis Polycythemia Vera Acute Graft-versus-Host Disease	retifanlimab BLA under review at FDA and EMA for squamous cell carcinoma of the anal canal
 First MET inhibitor approved in NSCLC	 FGFR2+ cholangiocarcinoma	ruxolitinib sNDA under review at FDA for chronic Graft-versus-Host Disease
	 Exon-14 mutation positive NSCLC	ruxolitinib cream sNDA in preparation for the first approved treatment for re-pigmentation in vitiligo

ALL APPROVED PRODUCTS MARKETING BY INCYTE ARE FOR USE IN PATIENTS WITH RARE DISEASES



ACCESS TO MEDICINES FOR ELIGIBLE PATIENTS

We strive to ensure that eligible patients have access to our medicines. This can take the form of access to applicable clinical trials by providing patients with information and resources to support their treatment journey, or by providing individual patients with access to unapproved or investigational products through our compassionate use programs.

For our approved medicines, programs such as [IncyteCARES](#), [CML Life](#) and [My MISSION Support](#)⁹ are designed to help eligible patients before and during applicable treatments. Such help and assistance may include reimbursement support, opportunities for financial assistance, delivery coordination of medicines and



temporary coverage for access delays, as well as connections to other support services and to other education and helpful resources.

At Incyte, we seek to price our medicines responsibly in a way that reflects their value to patients and society. We strongly believe that patients should have access to the medicines they are prescribed, and are committed to working with policy makers and leading insurers in the U.S. to increase patient access to needed medications and lower out-of-pocket cost burdens for patients. Specifically, we support U.S. legislation that would redesign the Medicare Part D program by reducing out of pocket costs as well as legislation that would provide patient protections and guardrails around the use of step therapy protocols.

We recognize that some patients with serious or immediately life threatening diseases may not be eligible for participation in a clinical trial or may not have other options. Subject to appropriate internal review and approval based on the conditions in [Incyte's Policy on Compassionate Use](#), Incyte may choose to provide individual patients with access to an unapproved or investigational product outside of a clinical trial setting through expanded access, including through the use of single patient investigational new drug (SPIND) applications or on a named patient basis.

In 2020, **251 new patients** were treated through either our Expanded Access Program or SPIND Applications

PATIENT ADVOCACY

Patient advocacy serves an important role in carrying out our commitment to patients. We engage the advocacy community to obtain important feedback, including for clinical trial design and protocols, as well as to incorporate readily-understandable language in all relevant materials.

During 2020, our patient advocacy teams held a number of patient advocacy advisory board meetings, engaging over **40 different patient support organizations** in the U.S. and EU across oncology and dermatology.

PATIENT EDUCATION AND AWARENESS

Incyte is committed to providing patients with resources to support their treatment journey. This is particularly important as the diseases for which Jakafi®, Iclusig® and Pemazyre® are approved are rare diseases. Therefore, patients may have difficulty in finding other patients with the same disease or the educational resources they need.



Myeloproliferative Neoplasms (MPNs)

For patients living with MPNs, Incyte created [Voices of MPN](#), a website and community focused on connecting MPN patients to information, educational programs and community activities as well as to provide a forum where people can share stories and promote disease awareness. Each year, in partnership with CURE Magazine, Incyte sponsors the [MPN Heroes® Recognition Program](#), which honors and celebrates individuals and organizations for their contributions in caregiving, community leadership or scientific advances in the MPN community.

In 2020, Incyte announced the launch of [Rare Reflections: MPNs Unmasked](#), a disease awareness initiative in the U.S. focused on educating about MPNs. J.G. Jones, a comic book artist who was diagnosed with an MPN over a decade ago, partnered with Incyte to capture the experiences of those impacted by MPNs.

Graft-Versus-Host Disease (GVHD)

Incyte launched the [Incyte Ingenuity Award](#), which aims to support the GVHD community in the United States by providing funding for one activity, idea or initiative annually that addresses a need for people impacted by GVHD. An independent panel of judges will select the winning idea. We hope this enables there to be much needed change and support to those living with GVHD, and to their families and caregivers.

Chronic Myeloid Leukemia

[CML Life](#) is an educational resource for patients in Europe suffering from chronic myeloid leukemia (CML), regardless of their treatment or their stage of disease. CML Life seeks to help patients, caregivers and healthcare professionals better understand and manage CML from diagnosis to treatment, with the goal of facilitating treatment engagement and adherence. This has been co-created and co-developed with both patients and healthcare professionals.

Cholangiocarcinoma

[TestMyCholangio](#) is a website dedicated to educate patients with cholangiocarcinoma about molecular profiling and the role it may play in informing management decisions. Here, patients in the United States can find information and resources to help encourage productive discussions with their healthcare professionals.



CLINICAL DEVELOPMENT & PATIENT SAFETY

SASB: HC-BP-210a.1

Incyte values the patient volunteers who participate in our clinical trials, and patient safety is a top priority at Incyte. We believe that patient safety is best served by conducting clinical trials to study safety and efficacy of investigational medicines to allow thorough review by the FDA, European Medicines Agency (EMA) and other international regulatory bodies around the world. As such, we are committed to adhering to the applicable laws and regulations in all territories in which we operate clinical trials and to conducting trials in an ethical manner. In doing so, we carefully consider both the potential benefits as well as the risks of each trial before deciding to proceed. We then have protocols in place to obtain informed consent from patients participating in our clinical trials. Incyte is committed to the supervision of all ongoing trials through an institutional review board, an ethics committee, and/or a research ethics board in order to protect the safety of trial participants. To learn more about our clinical trials, please see our [Incyte Clinical Trials](#) website.

Clinical Trial Transparency

As a matter of transparency and ethics, Incyte is committed to announcing all applicable clinical trial results, whether positive or negative, on clinicaltrials.gov in the U.S. and/or other applicable registries, at appropriate medical meetings, and in peer-reviewed journals in a timely manner. Publication of these data is scientifically responsible and may serve to benefit both patients as well as the entire scientific community as we collectively seek to transform the treatment of cancer and other diseases, and we therefore seek to publish data within 18 months from the last patient leaving the study. Please see our [Clinical Trial Transparency, Data Sharing and Disclosure Practices](#).

INCYTE CLINICAL PORTFOLIO SUMMARY

20

Molecular Targets

23

Clinical Candidates

During 2020, our clinical development team managed over **120 different clinical trials**, 31 of which were new studies that were opened during the year, and 47 of which were completed.

Our global clinical trials took place at over **2,000 different sites** in **29 different countries**, further illustrating our commitment to bringing medicines to patients that need them.



Clinical Trial Diversity

Incyte is a global organization and seeks to create medicines for people of all races and ethnicities. It is essential that diverse communities are appropriately represented in clinical trials in order for researchers to understand and treat disease in the broadest possible context. Unfortunately, several studies have shown that under-represented, minority populations in the United States are less likely to be included in clinical research.

Incyte is committed to taking the necessary steps to encourage diversity in our own clinical trials. To that end, we intend to explore opportunities to increase racial and ethnic diversity in clinical trials through our [Clinical Trial Diversity Working Group](#). We are making it a priority to remove participation barriers, improve diversity, and pave the way to a healthier future for everyone.

ANTI-COUNTERFEITING AND PRODUCT SERIALIZATION

SASB: HC-BP-260a.1

Anti-counterfeiting measures and product serialization are in place to increase patient safety as well as to address regulatory requirements, thus ensuring Incyte's compliance, patients' safety and security. Two kinds of anti-counterfeiting features, overt and covert, are currently in place for Incyte medicines. Overt features are for patients, healthcare providers and regulatory authorities to authenticate the product and, as such, make medicines difficult to reproduce. To further avoid fake or counterfeit product, overt features are combined with tamper evident packaging. Covert features are intended for a restricted number of Incyte's personnel to quickly authenticate products in the event of suspected counterfeiting.

Related to serialization, a single identifier is printed on each product pack along with a 2D barcode with encoded information and an anti-tampering device. At delivery to the patient and at any dispensing point, the pack can then be scanned to confirm its authenticity.



STRATEGIC PARTNERSHIPS AND COLLABORATIONS

As the effort to bring transformative treatments to patients is a significant undertaking, we are committed to partnering with companies, universities, and research institutions in order to share knowledge, resources, and ideas that may best benefit patients.

Incyte may also provide our investigational products and/or financial support for independent research by third parties in therapeutic areas of interest. We are committed to ensuring that these investigator-initiated research trials (IIRs) are submitted, reviewed, and, if approved, conducted and funded in a standardized and consistent manner. Incyte seeks to ensure that our interactions with study investigators comply with all applicable legal and ethical standards and obligations.

We collaborate with like-minded partners who want to join forces to improve the lives of patients.





Community

GIVING BACK

At Incyte it has always been important to make a difference in our communities where we live and work. It's part of who we are as a company. [Incyte Involved](#) includes multiple initiatives focused on philanthropy as well as fostering engagement between our employees and the communities in which we live and work.



	2020	2019
Matching Gifts	>\$170,000	>\$150,000
Incyte Charitable Giving Foundation Total Donated	>\$900,000	>\$600,000
Number of Colleagues who Used Volunteer PTO	35	151
Hours Volunteered	206	780

The [Incyte Charitable Giving Foundation](#) is dedicated to supporting charitable organizations serving the needs of local Delaware communities focused on two areas – Oncology Patient Support and Resources and Community Partnerships. For 2020, the Incyte Charitable Giving Foundation expanded its donations to include two additional organizations – FAME Inc. and One Village Alliance

– both of which are located close to our global headquarters in Delaware and aim to increase educational opportunities for underserved communities.

We continue to support the Incyte Cancer Care Assistance Fund for Delaware. This emergency fund was established for the sole purpose of providing emergency financial assistance to people with cancer who reside in Delaware. The fund covers medical expenses and/or basic living expenses to help participants and caregivers cope with the emotional and life changing aspects of cancer.

We are also very pleased to have increased our support for the Food Bank of Delaware, including to cover the costs of increased food distribution and pre-made weekend meal kits. The Food Bank works to close the food insecurity gap, which has grown significantly during the COVID-19 pandemic.

Restrictions related to the COVID-19 pandemic, including stay-at-home orders, made volunteering more difficult to measure in 2020, but we continue to encourage our teammates to give back to their communities as appropriate while keeping safety in mind. Incyte's measured volunteerism was 206 hours in 2020 compared to 780 hours in 2019.

Incyte's [Matching Gifts](#) program was as robust as ever, with more than \$170,000 in employee donations to charitable causes matched by Incyte during 2020.



Team

COMPENSATION AND BENEFITS

SASB: HC-BP-330a.1

Globally:

Incyte offers a competitive compensation package, which allows **100% of global Incyte employees to participate in the annual incentive compensation plan**. Annual equity based grants are also afforded to 100% of global Incyte employees to further incentivize performance as well as retention.

We seek to ensure our compensation package remains competitive by benchmarking against our peers several times annually as well as by reviewing compensation twice per year to confirm that our employees are being compensated fairly, equitably, and in accordance with our pay structures and job levels. This assessment also considers and confirms gender pay equity.

Our benefits package also includes an option to participate in our Employee Stock Purchase Plan for both full time and part time employees working at least 20 hours per week.

Over the years, we have added numerous benefits to support our colleagues in their professional as well as personal endeavors.

In the United States:

Our industry leading U.S. health insurance coverage is 100% covered for full time employees and is 95% subsidized for part time employees working at least 20 hours per week in the U.S. A healthcare resource program is another one of many complimentary benefits provided by Incyte in the U.S., which offers broad assistance with a variety of healthcare and insurance related issues to help colleagues make more informed healthcare decisions.

The benefits package also includes many tools for health, including the Employee Assistance Program (EAP), which is provided at no cost to employees to help with a variety of personal and work-related concerns, difficulties and problems 24 hours a day and 365 days per year.

Other ad hoc benefits may include on-site COVID antibody testing, COVID vaccinations, flu shots and learning opportunities that are often offered on-site and/or virtually, including nutrition, wellness and financial planning seminars.



PROFESSIONAL DEVELOPMENT

SASB: HC-BP-330a.1

We strive to support our colleagues in their professional development. Opportunities for growth are provided through challenging job assignments, performance management and training opportunities. Globally, all full time employees are eligible for tuition reimbursement. Managers may also be eligible for leadership development training, which vary by region.

Many professional development opportunities are organized by department. For example, the E.D.G.E. (Empowerment, Development, Growth, Engagement) Program seeks to connect and empower Incyte employees in the North American Business Team to foster professional growth and leadership. This is accomplished through speaker programs and networking opportunities, featuring internal and external leaders, mentorship opportunities, and increased awareness of professional development opportunities.

In the U.S., leadership development training is provided to managers who are new to Incyte, employees who were recently promoted to managers and those individuals who have been identified as potential leaders. Additionally, classes in presentation skills and emotional intelligence are offered throughout the organization as well as the Insights Discovery Workshop, which seeks to improve internal and external communication.

In Europe, managers are eligible for selection to participate in a training program, which includes multiple modules with unique focus areas. A team effectiveness workshop is in place for teams to help improve communication, accountability, decision-making and overall performance. The Insights Discovery workshop is also available in addition to the Challenge Academy, a program aimed at challenging employees through specific projects.

We believe these professional opportunities enhance our colleagues' skills, career aspirations, and job satisfaction as well as provide personal enrichment.

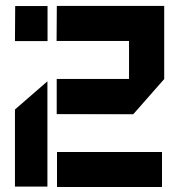
EMPLOYEE ENGAGEMENT AND FOSTERING AN INNOVATIVE CULTURE

Our management team makes themselves available to all employees, and members of our executive management attempt to meet with new employees within the first six months of employment.

Our quarterly Town Hall events include presentations by executive management and allow for Q&A at the end. Our open door culture allows for continuous ad hoc feedback and helps drive innovation in all departments, not just within discovery and development.



Our **Innovation at Incyte** program (I2) promotes innovation by allowing employees of any department to submit any innovative approach, tool or proposal that may be meaningful for Incyte and our patients. There is a competitive review process every 6 months, with winners receiving the resources and necessary funding to implement their plans.



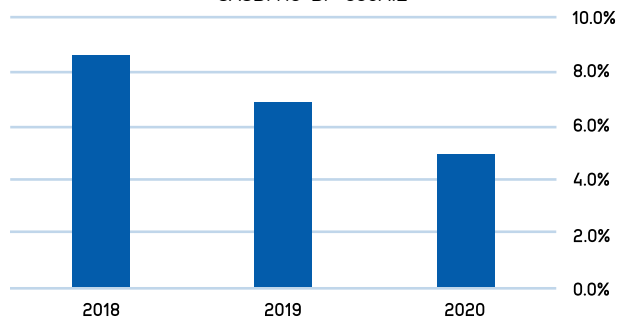
RETAINING TALENT

Incyte is committed to promoting an environment where our colleagues are fulfilled and valued. We promote a company culture based on scientific excellence as we seek to create new treatments; we are creative in our development strategies; and we seek positive collaboration with each other. Working collaboratively is of the utmost importance as we aim to change the treatment landscape for patients with cancer and inflammatory and autoimmune diseases.

We take our responsibility to support our people and to create a challenging, fulfilling work environment seriously. We believe that's why, *~20 years later, 10 of our 23 original colleagues (43%) still work at Incyte.*

VOLUNTARY TURNOVER RATE

SASB: HC-BP-330A.2



Through our efforts, we have been able to maintain a **low voluntary turnover rate**, and we reached a recent low of **4.9% in 2020**.

We were proud to be named the **#2 Top Employer by Science** in 2020, marking the third consecutive year that Incyte has been ranked in the top three of this global survey.

Incyte was recognized specifically for:

- Being socially responsible
- Having loyal employees
- Treating employees with respect





SAFETY AND WELLNESS

At the heart of Incyte's business is the value we place on improving the world's health, and a high level of environmental, health and safety (EHS) performance is another important expression of this value. It is our goal to conduct business in a manner that does not compromise the health of people nor the state of the environment. It is our policy to comply with all applicable EHS regulatory requirements and seek to continually improve our EHS management systems.

A strong safety culture is a fundamental part of how we work, and our philosophy is that everyone at Incyte has a responsibility to create and maintain a safe and healthy workplace with a goal to reduce risk and prevent injuries. Our management team recognizes this responsibility and is committed to providing the resources necessary to achieve this goal. *For 2020, the Lost Time Injury Rate was 0.3.*

When the COVID-19 pandemic began in March, we facilitated a seamless transition to remote working and were able to offer a gradual and voluntary return to offices where employee duties and regional regulations permitted beginning in June. Multiple safety protocols, in line with federal and local guidance, were implemented for our office and laboratory teams. We were also able to provide access to COVID-related medical services in the U.S., such as antibody testing and PCR testing. In the spring of 2021, Incyte became a vaccine administration site and began vaccinating those employees who were eligible and interested.

We are requiring COVID-19 vaccinations for all U.S. field-based employees by August 1, 2021 and all U.S. office employees by September 1, 2021, subject to certain limited exemptions. Our expectation is to have a full return to U.S. offices September 1, 2021.

DIVERSITY AND INCLUSION

We believe that creative solutions are best achieved by diverse teams working together. Therefore, diversity and inclusion are essential to Incyte and vital to the biopharmaceutical industry. Diversity of thoughts, backgrounds, perceptions and ideas help us create innovative medical solutions, and represent the lifeblood of organizations such as ours.

Board Diversity

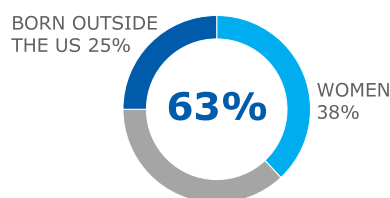
Our Board is made up of a diverse group of individuals who bring a variety of skills and experience. Our Board's continuous efforts to refresh itself have led to a complementary mix of new, mid-term and longer-tenured directors. We believe this group of directors collectively has the skills to support Incyte in the achievement of our long-term goals.



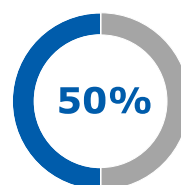
Three of our eight directors are women, equating to 38% female representation on our Board. This compares well with the average among S&P 500 constituents, wherein 28% of all Board seats are currently held by women. Two (25%) of our directors were also born outside of the United States and one director identifies as LGBTQ+, further reflecting the diverse background of our Board. Currently, we do not have any non-white directors on our Board.

Expertise	Hoppenot	Baker	Bienamé	Clancy	Dixon	Fouse	Harrigan	High
Biopharma Industry	✓	✓	✓	✓	✓	✓	✓	✓
Operational Leadership	✓		✓	✓	✓	✓	✓	✓
International	✓		✓	✓	✓	✓	✓	
Drug Discovery, Development & Regulatory	✓		✓		✓		✓	✓
Commercial	✓		✓		✓	✓		
Financial	✓	✓	✓	✓		✓		
Additional Information								
PhD/MD					✓	✓	✓	✓
Independence		✓	✓	✓	✓	✓	✓	✓

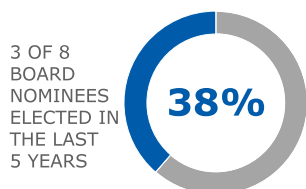
DIVERSITY



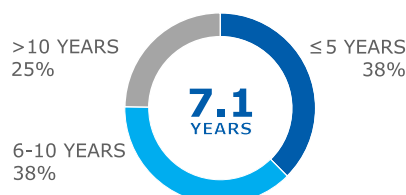
HOLDS PHD OR MD



BOARD REFRESHMENT



TENURE



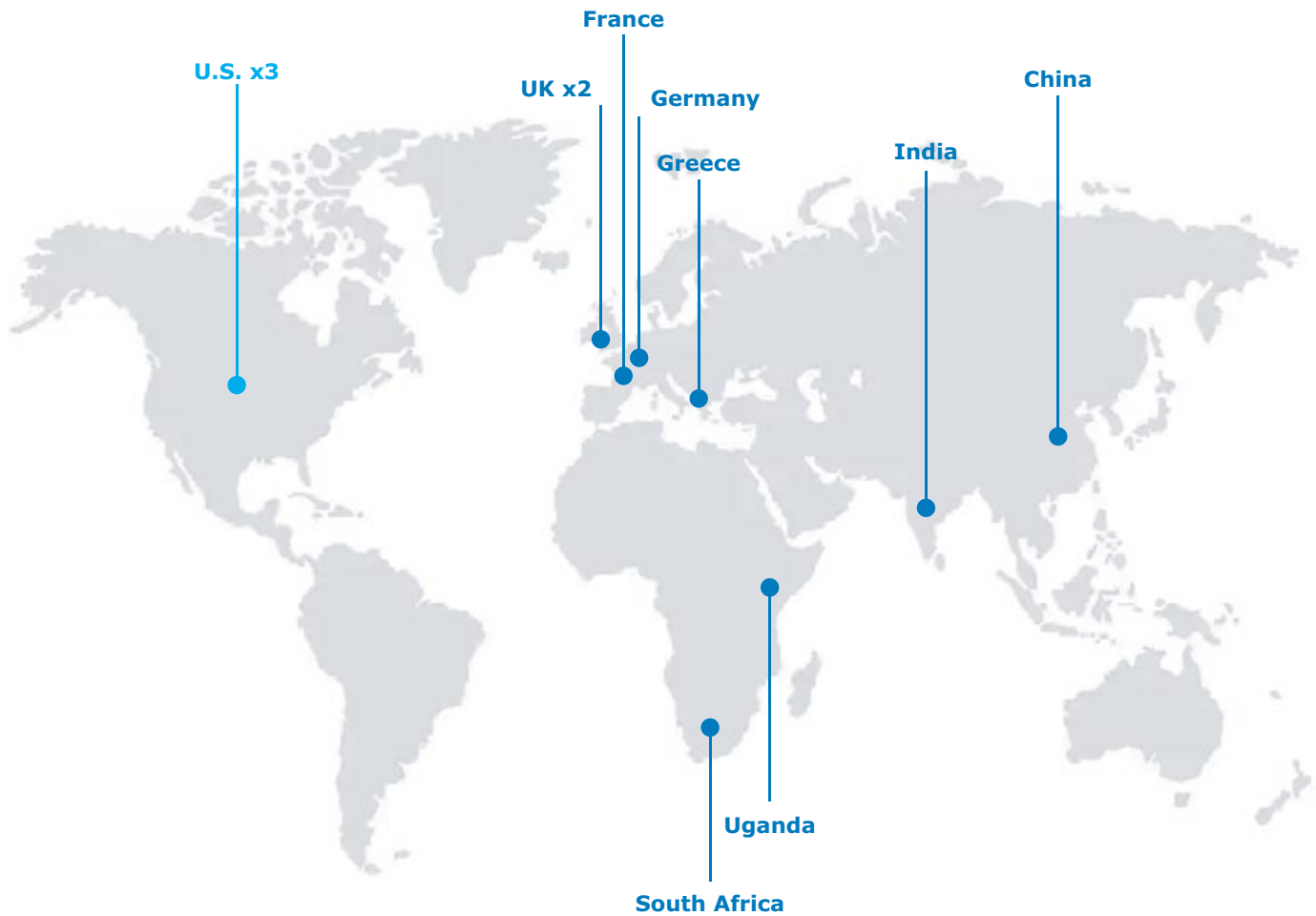


Executive Team Diversity

Our Executive Management team is made up of a diverse group of very experienced individuals who are representative of our global outlook and the multicultural nature of the pharmaceutical industry.

As an illustration of the diversity of thought and backgrounds of our Executive Management team, nine of the twelve members were born outside the U.S. In addition, 25% of our Executive Leadership Team positions are currently filled by women and 33% of our Executive Leadership Team is diverse¹⁰.

EXECUTIVE TEAM MEMBERS' COUNTRY OF BIRTH:

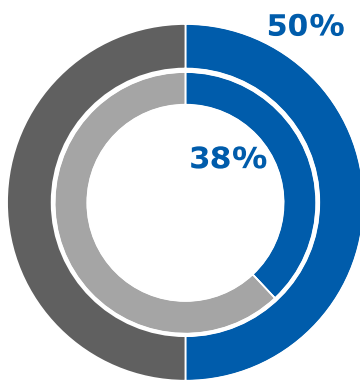




Team Diversity

Incyte was founded on the premise that the pursuit of R&D excellence creates value for society and for all of our internal and external stakeholders, and we know that our continued and future success depends on the creativity that only a diverse team can generate. We are committed to ensuring that we are recruiting from the widest possible talent pool.

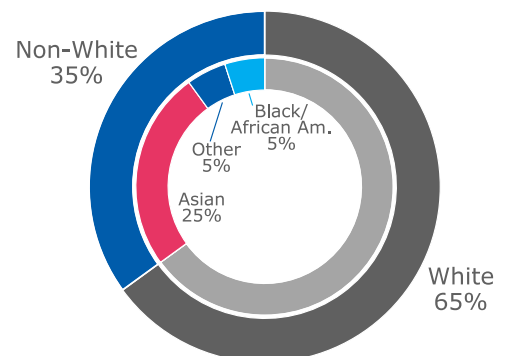
As of December 31, 2020, 50% of our global colleagues are women, and 38% of our global leadership positions are filled by women.



50% of our global colleagues are women, and 38% of our leadership roles are filled by women¹¹

Amongst our U.S. talent, 35% self-report as non-white, which is comparable to the 2010 United States Census data from the state of Delaware, the location of our global headquarters (31% non-white). We do not collect racial diversity data outside of the United States, given various privacy structures.

Among our U.S. colleagues, 35% self-report as non-white





INCREASING OPPORTUNITIES FOR RACIAL AND ETHNIC MINORITIES IN THE U.S.

We support all initiatives that ensure equal opportunities for all genders, races and ethnicities.

To that end, we have formed an Inclusion Committee, which is co-chaired by our Chief Executive Officer and our Head of Human Resources, to bring forth actionable plans across multiple focus areas.

Attracting Diverse Talent

We have expanded our searches to include organizations and websites dedicated to more diverse candidates. We have also partnered with several [Diversity Recruiting Sites](#) to expand our pool of candidates. We are also participating in the reputable [Scientific Mentoring & Diversity Program \(SMDP\)](#) mentoring program that primarily pairs Black post baccalaureate and graduate students with mentors who work at biopharmaceutical companies.

Retaining, Supporting and Developing Diverse Talent

We are working to ensure the retention of diverse colleagues through [increasing representation and opportunities for advancement](#) into leadership and other roles across the organization.

Diversity & Inclusion Awareness

We seek to increase employee awareness and understanding, support dialogues and to develop and demonstrate more inclusive behaviors.

Clinical Trial Diversity

As a drug development company, we know how essential it is that the U.S. drug development industry works to increase the inclusion of diverse patients into clinical trials. We intend to explore opportunities to increase this through our [Clinical Trial Diversity Working Group](#). We intend to work towards meaningful solutions across our clinical studies to support and encourage appropriate representation of all racial and ethnic groups.

Supplier Diversity

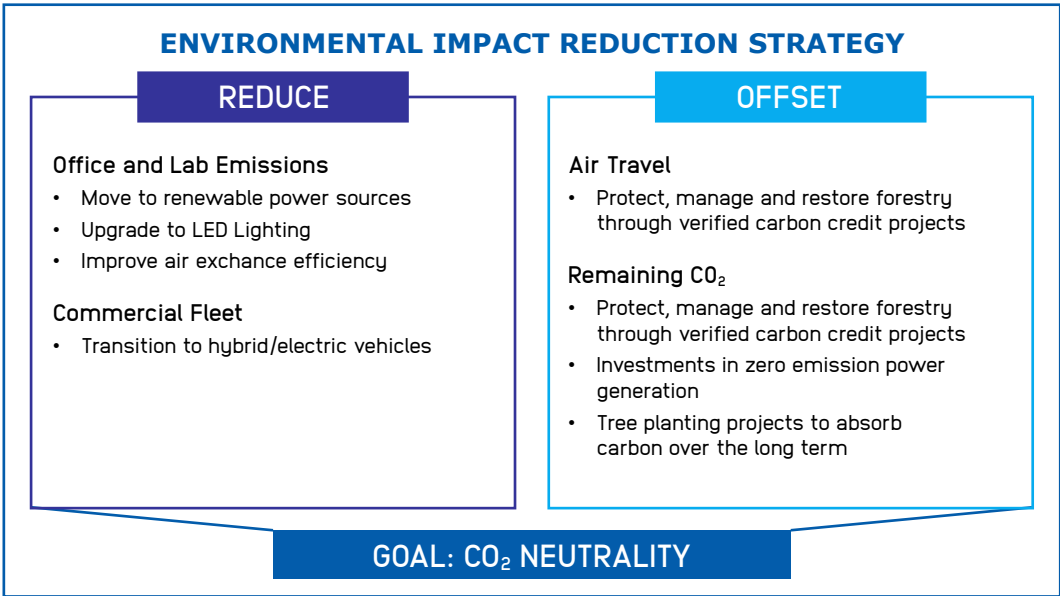
Incyte uses multiple external suppliers, consultants and other agency partners to fulfill our mission, and we are exploring how to best increase the number of vendors and consultants that are owned by underrepresented populations.



Environment

OUR COMMITMENT TO THE ENVIRONMENT

Incyte is committed to measuring and reducing our impact on the environment. We recognize that as we grow, our impact may become more significant. Accordingly, we have made reducing our carbon footprint a key priority in our Global Responsibility initiative.



We are proud to announce that as of January 1st, 2021, our U.S. headquarters’ electricity is 100% renewably sourced from the purchase and retirement of renewable energy certificates. In addition, we achieved three out of a possible four Green Globes in connection with our recent Green Globes Certification¹² for Building 1815 at our U.S. headquarters, which demonstrates outstanding success in resource efficiency, reducing environmental impacts, and improving occupant wellness. We achieved ~90% of available points for the materials we used for the building as well as the indoor environmental quality.

As we construct new buildings, our team makes sure to keep environmental responsibility a priority. When constructing the expanded headquarters in Wilmington, for example, the team needed to remove approximately 160 trees but then planted over 400 new trees once construction was completed, more than doubling the original number of trees on-site.

As we construct another new building at U.S. headquarters, we continue our focus on sustainability. We have been working with Green Globes throughout this project in order to reach our goal of achieving Green Globes Certification for this building.



Our first manufacturing site, which is wholly-owned by Incyte, is nearing completion in Yverdon-les-Bains, Switzerland. The building and its construction follow strict Swiss regulations regarding environment protection and energy consumption. Additionally, a study was conducted to optimize the future energy consumption of the building itself. The energy produced from the heating and cooling equipment will be partially recovered using heat exchangers, solar panels have been installed on the roof and a specific heating system under the ground will use the residual heat to avoid ice forming at the entry to the buildings during the winter season. The plant's electricity will be 100% sourced from hydroelectric power.

OUR GOALS

We recognize that protecting the environment is an important part of our mission. Setting specific goals reinforces our commitment and helps drive meaningful change – decreasing our impact on the environment while increasing transparency to our key stakeholders.

Our key environmental target, through combinations of absolute CO₂ reductions and offsets of our emissions, is to be operationally carbon neutral by 2025. *Our carbon neutrality target for 2025 includes our global Scopes 1 and 2 emissions*, which are the direct and indirect emissions from our wholly owned facilities as well as the emissions from our global fleet.

We have already begun our work towards this goal by offsetting 100% of the carbon emissions that we measured in 2019, which included our disclosed U.S. Scope 1 and Scope 2 emissions, through investments in verified reforestation carbon credit projects in partnership with the Arbor Day Foundation, the largest 501(c)3 nonprofit membership organization dedicated to planting trees.

Three additional specific tactical goals aligned with our target are laid out here.

GLOBAL RESPONSIBILITY GOALS

- Achieve Green Globes Certification for newly constructed building at U.S. headquarters after completion
- Include reporting under TCFD¹³ Framework by 2023
- Complete transition of Field Fleet to hybrid and electric vehicles by 2025

Through a combination of absolute reductions and offsetting

**Achieve Carbon
Neutrality by 2025**



MEASURING OUR ENVIRONMENTAL FOOTPRINT

The table below shows our current measurements, which includes the Incyte facilities – Building 1801 and Building 1815 at U.S. headquarters – that are wholly-owned and were fully functional during 2020. Building 1801 consists of offices and labs and Building 1815 holds only offices. These buildings represent 66% of the total office space in the U.S. We also included the emissions from our U.S. fleet as well as our global air travel. Our 2019 Scope 1 Fleet emissions have been refined and adjusted from the figure disclosed last year.

Incyte's 2020 Environmental Impact

	2020	2019	% Change
U.S. Scope 1 metric ton CO ₂ e Includes on-site emissions + U.S. Fleet	768	1,626	-53%
U.S. Scope 2 metric ton CO ₂ e (location-based)	7,080	7,552	-6%
U.S. Scope 2 metric ton CO ₂ e – Building 1801	5,626	5,917	
U.S. Scope 2 metric ton CO ₂ e – Building 1815	1,454	1,635	
Global Scope 3 metric ton CO ₂ e Represents only global air travel	819	3,250	-75%
# Electric Car Charging Ports	40	20	100%
U.S. Non-Hazardous Solid Waste Generated (metric ton)	211	251	-16%
U.S. Non-Hazardous Solid Waste Recycled (metric ton)	104	122	-14%
U.S. Non-Hazardous Solid Waste to Landfill (metric ton)	74	129	-43%
U.S. Non-Hazardous Solid Waste Converted to Energy (metric ton)	33	0	
U.S. Hazardous Waste (metric ton)	47	76	-39%
% U.S. Hazardous Waste Converted to Energy (metric ton)	97%	97%	
Water Usage (megaliter)	53	67	-21%

From 2019 to 2020, the environmental impact of our facilities decreased a total of 6%. While our office buildings were used less during 2020 due to the COVID-19 pandemic, our laboratories returned to full operations in May 2020, and starting in June 2020, our office colleagues began returning to our offices.



Our waste measurements reflect corrected numbers from 2019, as our non-hazardous waste from 1801 became landfill free in March of 2020, not October 2019, as previously reported. As of September 2020, both buildings at U.S. headquarters are landfill free. We manage all hazardous waste in compliance with EPA regulations, and 97% of our hazardous waste is fuel blended and converted to energy.

Risk Management

Incyte is committed to establishing and maintaining an effective compliance program. Our Comprehensive Compliance Program is one of the key components of our commitment to the highest standards of corporate conduct and includes written standards, education and training, monitoring and corrective action procedures. To support ethical behavior across the organization, Incyte regularly conducts employee training on policies and procedures, monitoring of high-risk activities and internal audits on certain higher risk activities.

GOVERNING OUR INTERACTIONS WITH HEALTHCARE PROFESSIONALS

SASB: HC-BP-510a.2

We comply with the principles outlined in the applicable laws regarding disclosure of transfers of value to healthcare professionals, including the Physician Payment Sunshine Act (Sunshine Act) in the U.S. and the Loi Bertrand in France.

In order to help ensure that our products are used safely and for the right purposes, the following compliance requirements apply 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.



Incyte is a member of the Pharmaceutical Research and Manufacturers of America (PhRMA) and therefore is committed to complying with the PhRMA Code on Interactions with Healthcare Professionals. To learn more, please click [here](#). Incyte is also a member of several equivalent national industry trade associations in Europe. Please see Pg. 20-21 of Incyte's [Code of Conduct](#) and our [Compliance and Transparency](#) page of [incyte.com](#).

SUPPLY CHAIN

Incyte recognizes the importance of working with suppliers, distributors, vendors, and other business partners who share our values and operate in a responsible and ethical manner. 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. This includes, but is not limited to, business conduct, product quality, labor and employment practices, health and safety, and environmental protection.

100% of Incyte's manufacturing, distribution and clinical service providers are fully qualified, audited for quality and approved during the sourcing process. Audits take place at the sourcing level and occur periodically based on a risk assessment.

As a responsible corporate citizen, Incyte expects its third party partners to conform their practices to any published standards for their industry, obtain all applicable permits, and operate in accordance with permit limitations and requirements at all times. The standards and expectations we have for our business partners mirror those which we set for ourselves as reflected in our Code of Business Conduct and Ethics and we expect our third party partners to be familiar with and conform to such standards.

Please see our [Compliance and Transparency](#) page of [incyte.com](#).



CYBERSECURITY

Cybersecurity and the awareness of and preparedness for related risks are a high priority at Incyte. The Audit and Finance Committee of the Board is updated by our cybersecurity team at least twice per year, and Incyte has not had a cyber breach in the past three years. We conduct an annual cybersecurity audit with a different outside expert each year.

100% of employees

and contractors are required to attend mandatory cybersecurity awareness training, and refresher modules are also provided.

In 2020, we conducted

26 online training sessions

for the global user population, and recordings were also shared thereafter.

We also conducted multiple

“Cybersecurity at Home”

training sessions covering the protection of, for example, home routers and smart home/smart car technologies, as well as recommendations for identity and home internet access protection.

We conduct phishing simulation email campaigns twice a year. As a result of these increased awareness activities, the percentage of phish-prone users declined in 2020, and the percentage of users who forwarded the phishing simulation campaign emails to the Incyte cybersecurity mailbox increased.



Readiness and Response to COVID¹⁴

Incyte is very grateful to everyone around the world fighting the COVID-19 pandemic and its effects on society. We have also sought to contribute to this fight in several ways, as described here.

When we enacted our global business continuity plans in the spring of 2020, our key priorities were to ensure that patients continue to receive their life-saving medicines, that we continue to provide our patients, customers and employees the support they need by prioritizing safety and wellness, and by seeking treatments for COVID-19.

PRIORITIZING PATIENTS	SAFETY AND WELLNESS	TREATMENTS FOR COVID-19
<p>Ensured supply of all clinical and commercial medicines</p> <p>Maintained high levels of engagement with healthcare providers and patients</p> <p>All clinical trial programs kept open, leaving enrollment decisions to patients and their caregivers</p> <p>No impact to key development timelines, three new FDA approvals received</p>	<p>Donations, including PPE, made to hospitals at onset of pandemic</p> <p>Remote working in March 2020, phased and voluntary returns to lab and office work, where permitted</p> <p>Increased communication engagement efforts across organization, led by CEO</p> <p>Access to COVID-related medical services in the U.S., such as antibody testing, PCR testing and vaccine administration</p>	<p>Rapid mobilization of clinical and alliance management teams</p> <p>In partnership with Eli Lilly, announced Emergency Use Authorization of baricitinib based on data from ACTT-2 trial; ACTT-2 data published in the New England Journal of Medicine</p> <p>We evaluated ruxolitinib in the global Phase 3 DEVENT trial in ventilated patients with COVID-19 associated ARDS, and while results indicate trend towards improvement in mortality in the overall study population (N=211), the study did not meet its primary endpoint.</p> <p>ARDS = Acute Respiratory Distress Syndrome</p>

PRIORITIZING PATIENTS' ACCESS TO MEDICINE

We were well prepared going into this crisis as we had ample drug supply, thereby ensuring availability of commercial medicines to patients. Our manufacturing processes proceeded without interruption, and despite the challenges of the pandemic, our team continued to provide the level of service and responsiveness that our customers have been accustomed to over the years. We expanded our multi-channel engagements, with our field representatives conducting multiple virtual and digital programs with our customers, and we prioritized patient needs by delivering commercial and clinical trial medicines to home addresses, where necessary and possible.

Our clinical team made the decision to allow patients, care-givers and physicians to decide on patients' participation in clinical programs, and we did not make any unilateral decisions to close or suspend enrollment



in any of our clinical trials. Regional shutdowns and similar policies affected certain studies, but the impact has been largely transient to date, and we have been able to remain on track with timelines for most key development programs.

On the regulatory front, there was no impact on key timelines – as evidenced by the early FDA approvals that we announced for Pemazyre, Tabrecta and Monjuvi in the United States.

ENSURING SAFETY AND WELL-BEING

At the onset of the pandemic, we donated supplies, including personal protective equipment (PPE), from our laboratories in Wilmington, Delaware, to one of our local hospital systems that, like others, was facing a critical shortage. Outside of the U.S., we also made a donation to fund the purchase of hospital equipment and goods to support patients, hospitals, healthcare facilities and providers in the critically affected Lombardy region of Italy. We also donated to an India-based organization specializing in trauma relief.

There have not been any staff reductions as a result of COVID-19, and we also took the decision to maintain all on-site and allied support staff at all of our facilities on full pay and benefits, including during the initial periods of quarantine due to stay-at-home orders.

For our laboratory teams, rigorous safety precautions were put in place to allow essential operations to continue, even during the spring of 2020, and our laboratories returned to full operations in May 2020. Initial precautions included temperature checks on entry and the mandatory use of PPE including surgical or N95 masks and gloves for all while on our laboratory campuses. Rapid, finger-stick serological tests were also available.

From June 2020 on, we were able to offer a gradual and voluntary return to offices with strict safety precautions in place where regional regulations permitted. We are requiring COVID-19 vaccinations for

We also understand that periods of solitude and other effects of the pandemic have the potential to take a significant toll on the health and well-being of our team, and therefore numerous additional actions were taken and support provided, often in response to feedback and other requests from within the organization.

- **Regular video bulletins** providing updates from the CEO and other members of the executive team are recorded and circulated; these are in addition to the regularly-scheduled global Town Hall meetings, which have continued every three months.
- We offered live virtual and on demand wellness classes for employees in all locations, including:
 - yoga
 - meditation
 - cooking
 - exercise
- We also offered sessions with many of our benefits partners.



all U.S. field-based employees by August 1, 2021 and all U.S. office employees by September 1, 2021, subject to certain limited exemptions. Our expectation is to have a full return to U.S. offices September 1, 2021.

RAPID INITIATION OF CLINICAL PROGRAMS TO ADDRESS COVID-19

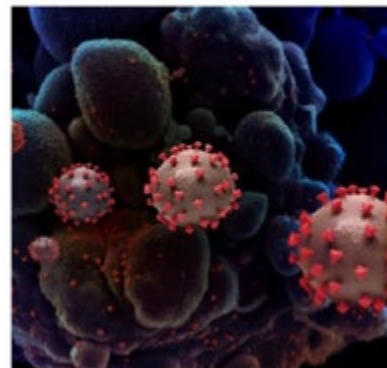
At the outset of the pandemic, we rapidly mobilized our clinical and alliance management teams as we sought to uncover if our molecules might be of benefit to patients with COVID-19. We launched two Phase 3 trials, one of which was in collaboration with Novartis, evaluating ruxolitinib in COVID-19 and we removed all contractual obstacles to enable Lilly to open trials evaluating baricitinib.

In November 2020, we announced in partnership with Lilly that the FDA had issued an Emergency Use Authorization (EUA) for the distribution and emergency use of baricitinib to be used in combination with remdesivir in hospitalized adult and pediatric patients two years of age or older with suspected or laboratory confirmed COVID-19 who required supplemental oxygen, invasive mechanical ventilation, or extracorporeal membrane oxygenation.

The EUA was supported by data from the Adaptive COVID-19 Treatment Trial (ACTT-2), which was sponsored by the National Institute of Allergy and Infectious Diseases (NIAID), part of the National Institutes of Health (NIH).

In December 2020, the *New England Journal of Medicine* published peer-reviewed results from the Phase 3 ACTT-2 trial, which included 1,033 patients from 67 trial sites in eight countries.

In December 2020, we announced with Novartis that the Phase 3 RUXCOVID study evaluating the safety and efficacy of ruxolitinib plus standard-of-care (SOC) as a treatment for non-ventilated patients 12 years and older with COVID-19 associated cytokine storm did not meet its primary endpoint. In March 2021, we announced results from the Phase 3 369-DEVENT study evaluating the efficacy and safety of ruxolitinib (5mg and 15mg) plus standard of care (SOC) versus SOC in patients 12 years and older on mechanical ventilation with COVID-19 associated Acute Respiratory Distress Syndrome (ARDS). While improvement in mortality trended positively, statistical significance was not reached for the overall study population.



Creative rendition of SARS-CoV-2 virus particles.
Note: not to scale. Credit: National Institute of Allergy and Infectious Diseases, NIH



2020 SASB Index



Patients

Topic	Information
R&D Portfolio SASB: HC-BP-000.B	<p>Incyte currently has 23 clinical compounds in development. Since 2002, Incyte's discovery efforts have generated 4 unique FDA approvals.</p>
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials SASB: HC-BP-210a.1	<p>Incyte values the patient volunteers who participate in our clinical trials, and patient safety is a top priority at Incyte. We believe that patient safety is best served by conducting clinical trials to study safety and efficacy of investigational medicines to allow thorough review by the FDA, European Medicines Agency (EMA) and other international regulatory bodies around the world. As such, we are committed to adhering to the applicable laws and regulations in all territories in which we operate clinical trials and to conducting trials in an ethical manner. In doing so, we carefully consider both the potential benefits as well as the risks of each trial before deciding to proceed. We then have protocols in place to obtain informed consent from patients participating in our clinical trials. Incyte is committed to the supervision of all ongoing trials through an institutional review board, an ethics committee, and/or a research ethics board in order to protect the safety of trial participants. To learn more about our clinical trials, please see our Incyte Clinical Trials website.</p>
Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI) SASB: HC-BP-210a.2	<p>0</p>
List of products listed in the Food and Drug Administration (FDA) MedWatch Safety Alerts for Human Medical Products database SASB: HC-BP-250a.1	<p>0</p>



Topic	Information
Number of recalls issued, total units recalled SASB: HC-BP-250a.3	0
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type SASB: HC-BP-250a.5	0
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting SASB: HC-BP-260a.1	<p>Anti-counterfeiting measures and product serialization are in place to increase patient safety as well as to address regulatory requirements, thus ensuring Incyte's compliance, patients' safety and security. Two kinds of anti-counterfeiting features, overt and covert, are currently in place for Incyte medicines. Overt features are for patients, healthcare providers and regulatory authorities to authenticate the product and, as such, make medicines difficult to reproduce. To further avoid fake or counterfeit product, overt features are combined with tamper evident packaging. Covert features are intended for a restricted number of Incyte's personnel to quickly authenticate products in the event of suspected counterfeiting.</p> <p>Related to serialization, a single identifier is printed on each product pack along with a 2D barcode with encoded information and an anti-tampering device. At delivery to the patient and at any dispensing point, the pack can then be scanned to confirm its authenticity.</p>
Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products SASB: HC-BP-260a.2	<p>Suspected counterfeit issues or claims related to our products are handled internally via Incyte's Material Review Boards (MRB) and the Falsified Drug Product Committee (FDPC). The MRB is a Quality Assurance (QA) forum. In the event of a suspected counterfeit issue, the QA chair communicates with his/her QA business partner counterpart to determine the potential impact on product safety and the need for any related regulatory or other action. The FDPC is a cross-functional team, chaired by the Head of Supply Chain. The FDPC team includes representation from Supply Chain, QA, Communications, Legal and Regulatory Affairs. The FDPC convenes meetings internally and externally to share information and align on necessary actions, including communication to external stakeholders. External communications have historically been disseminated by alerts from the WHO via its website and communications portal with health authorities, with Company Statements, including relevant information and contact details, being made available via the Incyte corporate website.</p>
Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products SASB: HC-BP-260a.3	<p>Incyte discloses information about material legal proceedings in our Annual Report on Form 10K.</p>



Team

Topic	Information
<p>Discussion of talent recruitment and retention efforts for scientists and research and development personnel</p> <p>SASB: HC-BP-330a.1</p>	<p>Incyte offers a competitive compensation package, which allows 100% of global Incyte employees to participate in the annual incentive compensation plan. Annual equity based grants are also afforded to 100% of global Incyte employees to further incentivize performance as well as retention. We seek to ensure our compensation package remains competitive by benchmarking against our peers several times annually as well as by reviewing compensation twice per year to confirm that our employees are being compensated fairly, equitably, and in accordance with our pay structures and job levels. This assessment also considers and confirms gender pay equity. Our benefits package also includes an option to participate in our Employee Stock Purchase Plan for both full time and part time employees working at least 20 hours per week.</p> <p>Our industry leading U.S. health insurance coverage is 100% covered for full time employees and is 95% subsidized for part time employees working at least 20 hours per week in the U.S. A healthcare resource program is another one of many complimentary benefits provided by Incyte in the U.S., which offers broad assistance with a variety of healthcare and insurance related issues to help colleagues make more informed healthcare decisions. The benefits package also includes many tools for health, including the Employee Assistance Program (EAP), which is provided at no cost to employees to help with a variety of personal and work-related concerns, difficulties and problems 24 hours a day and 365 days per year.</p> <p>We strive to support our colleagues in their professional development. Opportunities for growth are provided through challenging job assignments, performance management and training opportunities. Globally, all full time employees are eligible for tuition reimbursement. Managers may also be eligible for leadership development training, which vary by region. Many professional development opportunities are organized by department. For example, the E.D.G.E. (Empowerment, Development, Growth, Engagement) Program seeks to connect and empower Incyte employees in the North American Business Team to foster professional growth and leadership. This is accomplished through speaker programs and networking opportunities, featuring internal and external leaders, mentorship opportunities, and increased awareness of professional development opportunities. In the U.S., leadership development training is provided to managers who are new to Incyte, employees who were recently promoted to managers and those individuals who have been identified as potential leaders. Additionally, classes in presentation skills and emotional intelligence are offered throughout the organization as well as the Insights Discovery Workshop, which seeks to improve internal and external communication. In Europe, managers are eligible for selection to participate in a training program, which includes multiple modules with unique focus areas. A team effectiveness workshop is in place for teams to help improve communication, accountability, decision-making and overall performance. The Insights Discovery workshop is also available in addition to the Challenge Academy, a program aimed at challenging employees through specific projects.</p> <p>Incyte reimbursed >\$150,000 to employees for tuition expenses in 2020, a 20% increase from 2019.</p>
<p>Voluntary Turnover Rate</p> <p>SASB: HC-BP-330a.2</p>	<p>The voluntary turnover rate was 4.9% in 2020, down from 6.8% for 2019.</p> <p>The voluntary turnover rate is calculated by dividing the number of voluntary terminations in a year by the average headcount for the year. The average headcount is calculated by taking the average of the actual headcount on January 1st and December 31st.</p>



Risk Management

Topic	Information
<p>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</p> <p>SASB: HC-BP-430a.1</p>	<p>Incyte adheres to the Good Manufacturing Practice (GMP) standards set by the FDA. It is our goal to always operate in compliance with all applicable rules and regulations. As such, we expect that all third parties with whom we do business operate in compliance with all applicable laws and regulations of the countries, states, and localities in which they operate. The standards and expectations we have for our third parties mirror those which we set for ourselves as reflected in our Code of Business Conduct and Ethics.</p>
<p>Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery</p> <p>SASB: HC-BP-510a.1</p>	<p>0</p> <p>Incyte discloses information about material legal proceedings in our Annual Report on Form 10K.</p>
<p>Description of code of ethics governing interactions with healthcare professionals</p> <p>SASB: HC-BP-510a.2</p>	<p>Incyte is committed to establishing and maintaining an effective compliance program. Our Comprehensive Compliance Program is one of the key components of our commitment to the highest standards of corporate conduct and includes written standards, education and training, monitoring and corrective action procedures. To support ethical behavior across the organization, Incyte regularly conducts employee training on policies and procedures, monitoring of high-risk activities and internal audits on certain higher risk activities. We comply with the principles outlined in the applicable laws regarding disclosure of transfers of value to healthcare professionals, including the Physician Payment Sunshine Act (Sunshine Act) in the U.S. and the Loi Bertrand in France.</p> <p>In order to help ensure that our products are used safely and for the right purposes, the following compliance requirements apply to promotional interactions with healthcare professionals:</p> <ul style="list-style-type: none"> • 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. <p>Incyte is a member of the Pharmaceutical Research and Manufacturers of America (PhRMA) and therefore is committed to complying with the PhRMA Code on Interactions with Healthcare Professionals. To learn more, please click here. Incyte is also a member of several equivalent national industry trade associations in Europe. Please see Pg. 20-21 of Incyte's Code of Conduct and our Compliance and Transparency page of incyte.com.</p>



1. Pemazyre® (pemigatinib), Tabrecta® (capmatinib) and Monjuvi® (tafasitamab-cxix) were all approved in 2020.
2. Excludes the MorphoSys one-time upfront consideration in connection with the collaboration.
3. Jakafi® (ruxolitinib) is approved in intermediate or high-risk myelofibrosis (MF), including primary myelofibrosis, postpolycythemia vera myelofibrosis and post-essential thrombocythemia myelofibrosis, and in patients with polycythemia vera (PV) who have had an inadequate response to or are intolerant of hydroxyurea. Ex-U.S. rights to ruxolitinib license to Novartis; commercialized by Novartis as Jakavi®.
4. Iclusig® (ponatinib) is marketed by ARIAD Pharmaceuticals, Inc in the U.S. and by Incyte in the European Union and select countries. In the European Union, Iclusig is indicated for adult patients with CP-, AP-, or BP-CML who are resistant to dasatinib or nilotinib; who are intolerant to dasatinib or nilotinib and for whom subsequent treatment with imatinib is not clinically appropriate; or who have the T315I mutation, and adult patients with Ph+ ALL who are resistant to dasatinib; who are intolerant to dasatinib and for whom subsequent treatment with imatinib is not clinically appropriate; or who have the T315I mutation.
5. The FDA approved Pemazyre® (pemigatinib) for the treatment of adults with previously treated, unresectable locally advanced or metastatic cholangiocarcinoma with an FGFR2 fusion or other rearrangement as detected by an FDA-approved test. This indication is approved under accelerated approval based on overall response rate and duration of response. Continued approval for this indication may be contingent upon verification and description of clinical benefit in a confirmatory trial(s). The European Commission approved Pemazyre for the treatment of adults with unresectable locally advanced or metastatic cholangiocarcinoma with and FGFR2 fusion or rearrangement that is relapsed or refractory, after at least one line of systemic therapy and was approved in Japan for the treatment of patients with unresectable biliary tract cancer (BTC) with a fibroblast growth factor receptor 2 (FGFR2) fusion gene, worsening after cancer chemotherapy.
6. Monjuvi® (tafasitamab-cxix) in combination with lenalidomide, is indicated for the treatment of adult patients with relapsed or refractory diffuse large B-cell lymphoma (DLBCL) not otherwise specified, including DLBCL arising from low grade lymphoma, and who are not eligible for autologous stem cell transplant (ASCT). This indication is approved under accelerated approval based on overall response rate. Continued approval for this indication may be contingent upon verification and description of clinical benefit in a confirmatory trial(s). Monjuvi® is a registered trademark of MorphoSys AG.
7. Worldwide rights to capmatinib licensed to Novartis; Tabrecta® (capmatinib) is approved by the FDA for the treatment of adult patients with metastatic non-small cell lung cancer (NSCLC) whose tumors have a mutation that leads to mesenchymal-epithelial transition (MET) exon 14 skipping as detected by an FDA-approved test. This indication is approved under accelerated approval based on overall response rate and duration of response. Continued approval for this indication may be contingent upon verification and description of clinical benefit in confirmatory trial(s).
8. Worldwide rights to baricitinib licensed to Eli Lilly; Olumiant® (baricitinib) is approved for the treatment of mild to moderate rheumatoid arthritis in patients with inadequate response to standard-of-care therapies.



- ⁹. My Mission Support is in conjunction with MorphoSys.
- ¹⁰. Diverse by race or ethnicity.
- ¹¹. Director level and above.
- ¹². Green Globes® is a comprehensive, science-based building rating system that supports a wide range of new construction and existing building project types. It is designed to allow building owners and managers to select which sustainability features best fit their building and occupants.
- ¹³. 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.
- ¹⁴. The COVID-19 pandemic remains an evolving situation and it is important to keep in mind that our statements in this Global Responsibility Report speak only as of the filing date, as we may be unable to assess the full effects of governmental, business and social actions and policies and overall economic conditions on our business.

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globalresponsibility@incyte.com

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