



THE FOLLOWING INFORMATION IS FOR U.S. EMPLOYEES ONLY

Total Rewards

Incyte's most valuable asset is our employees. They are important to our company's success. To help support our employees throughout their careers at Incyte, we strive to offer a complete and generous **compensation** and **benefits** plan that helps employees create a proper work/life balance.

At Incyte, you receive an expansive total rewards package aimed at helping you and your family maintain a healthy lifestyle, achieve a proper work/life balance, manage your finances, plan for retirement and live a less stressful life.

All full-time employees regularly scheduled to work at least 30 hours per week and part time employees regularly scheduled to work 20 hours or more per week are eligible for benefits on their hire date. Covered participants include: employee, spouse or domestic partner and unmarried children to age 26. Incyte subsidizes:

- Full time employees 100% of the premium for employee only coverage and 95% for eligible dependents.
- Part time employees 95% of the premium for employee only coverage and 90% for eligible dependents

Our Benefits Program includes:

- Health Insurance (medical/dental/vision)
- Flexible Spending Accounts
- Basic Life and AD&D insurance
- Supplemental Employee and Dependent Life Insurance
- Short Term and Long Term Disability coverage
- Employee Assistance program
- 401(k) Plan with a Roth feature
- Employee Stock Purchase Plan
- Paid Time Off
- Tuition Reimbursement
- Service Anniversary Recognition
- And more

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Incyte also provides a competitive and comprehensive compensation package in which our pay for performance philosophy encourages managers to make compensation decisions that differentiate individuals based on their contributions to individual and corporate goals. All levels of employees at Incyte are eligible for our compensation program.

Our Compensation Program Includes:

- Competitive Base Salary
- Annual Incentive Compensation Plan
- Long Term Incentive Plan (including stock options and restricted stock units)
- Rewards and Recognition Spot Bonuses