



2024 Peer Group for Executive Compensation Decisions

To make 2024 executive pay decisions, the Human Capital Management and Compensation Committee approved a group of companies that would be appropriate peers based on our Xencor's industry focus, stage of clinical development and size (based on employee headcount, financial metrics and market capitalization). The following companies were approved in September 2023 as our peers for use in 2024 compensation decisions:

Agenus Inc.

Alector, Inc.

Allogene Therapeutics, Inc.

Arcus Biosciences, Inc.

Arvinas, Inc.

Blueprint Medicines Corporation

Corcept Therapeutics Incorporated

Deciphera Pharmaceuticals, Inc.

Denali Therapeutics Inc.

IGM Biosciences, Inc.

ImmunoGen, Inc.

Inhibrx Biosciences, Inc.

Iovance Biotherapeutics, Inc.

Kura Oncology, Inc.

Mirati Therapeutics, Inc.

Relay Therapeutics, Inc.

Revolution Medicines, Inc.

SpringWorks Therapeutics, Inc.