



2025 Peer Group for Executive Compensation Decisions

To make 2025 executive pay decisions, the Human Capital Management and Compensation Committee approved a group of companies that would be appropriate peers based on 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 June 2024 as our peers for use in 2025 compensation decisions:

Agenus Inc.

IDEAYA Biosciences, Inc.

Alector, Inc.

IGM Biosciences, Inc.

Allogene Therapeutics, Inc.

Inhibrx Biosciences, Inc.

Arcus Biosciences, Inc.

Iovance Biotherapeutics, Inc.

Arvinas, Inc.

Kura Oncology, Inc.

Corcept Therapeutics Incorporated

Relay Therapeutics, Inc.

Deciphera Pharmaceuticals, Inc.

Revolution Medicines, Inc.

Denali Therapeutics Inc.

SpringWorks Therapeutics, Inc.