



2022 Peer Group for Executive Compensation Decisions

To make 2022 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, revenues and market capitalization). The following companies were approved in July 2021 as our peers for use in 2022 compensation decisions:

Accelaron Pharma Inc.

Agenus Inc.

Allakos Inc.

Apellis Pharmaceuticals, Inc.

Arcus Biosciences, Inc.

Atara Biotherapeutics, Inc.

Blueprint Medicines Corporation

Coherus BioSciences, Inc.

Corcept Therapeutics Incorporated

Deciphera Pharmaceuticals, Inc.

Dicerna Pharmaceuticals, Inc.

Epizyme, Inc.

Iovance Biotherapeutics, Inc.

MacroGenics, Inc.

Mersana Therapeutics, Inc.

Mirati Therapeutics, Inc.

Sangamo Therapeutics, Inc.