

2023 CORPORATE RESPONSIBILITY REPORT

# INTEGRITY IN COMMITMENT



# CONTENTS

## **1 MESSAGE FROM OUR CEO**

## **2 ABOUT CYTOKINETICS**

- 2 Our areas of focus
- 3 Our 25-year legacy
- 4 Vision 2025
- 4 Our culture and values

## **6 OUR APPROACH TO CORPORATE RESPONSIBILITY**

- 7 CR governance and accountability
- 8 Our materiality matrix
- 9 Strategic pillars and goals

## **10 PATIENT CENTRICITY: DEEPLY INGRAINED IN OUR CULTURE**

- 11 Systematic patient engagement
- 12 A methodical research approach
- 16 Product quality and safety

## **17 A CULTURE OF INTEGRITY, DIVERSITY AND INCLUSIVITY**

- 18 A diverse and inclusive culture
- 20 Human capital management and development
- 22 A safe workplace
- 23 Ethics and integrity
- 24 Humane treatment of animals
- 25 Supply chain integrity and sustainability
- 25 Data privacy and cyber security

## **26 SUPPORTING SUSTAINABLE COMMUNITIES**

- 27 Our approach to environmental sustainability
- 28 Community engagement and outreach

## **30 SASB INDEX**

### **About this report**

In our 2023 Corporate Responsibility Report, we share information on progress and continuing activities related to corporate responsibility and highlight advancement on our environmental, social and governance (ESG) priorities that are important to the success of our company. Unless otherwise noted, all performance reporting covers January 1, 2023 to December 31, 2023. All financial information is reported in United States (U.S.) dollars. Information on documents filed with the Securities and Exchange Commission (SEC), such as our annual Form 10-K, can be found at [www.cytokinetics.com/](http://www.cytokinetics.com/)

*Throughout this report, we feature photos of actual patients and employees who gave their consent.*

# A MESSAGE FROM OUR CEO



**In 2023, Cytokinetics commemorated our 25th anniversary as a biopharmaceutical company committed to developing potential medicines that may improve the healthspan of people living with cardiovascular and neuromuscular diseases of impaired muscle function.** We centered our celebration on “Strength in Science” to elevate our longstanding commitment to rigorous scientific research, as well as highlight the values that have served as the foundation of our culture of compassion from the start.

The strength of our science shined brightly with the announcement of positive results from SEQUOIA-HCM, the pivotal Phase 3 clinical trial of *aficamten*, our cardiac myosin inhibitor in patients with obstructive hypertrophic cardiomyopathy in late 2023. We are now moving toward regulatory submissions in the U.S. and Europe and activating the next phase of commercial readiness in preparation for a potential approval and launch of *aficamten*. While our other late-stage potential medicines, including *omecamtiv mecarbil* for the potential treatment of patients with heart failure, and *reldesemtiv*, for the potential treatment of patients with Amyotrophic Lateral Sclerosis, suffered regulatory and clinical setbacks respectively, our research engine continued to bear fruit with several emerging compounds advancing in development.

Supported by new action plans, we also made progress on our corporate responsibility objectives and goals and we are pleased to share highlights of our performance in this 2023 Corporate Responsibility Report. Some accomplishments include:

## 1. **Keep patients at the center of our work:**

We developed a Patient Centricity Playbook with a series of guidelines to harmonize our patient-centric approach across the business. We also partnered with The National Black Church Initiative (NBCI) to launch its Heart First educational program to raise awareness of the impact of heart failure in the Black community. This initiative reflects our commitment to supporting equitable access to our potential medicines.

## 2. **Advance a high-integrity, diverse and inclusive culture:**

In 2023, the diversity of our workforce increased with 51% of employees identifying as one or more underrepresented group, an increase of 5% from 2022. We also measured progress against our leadership diversity goal, with 39% women and 29% underrepresented groups at Vice President and above, and 44% women at Director level and above. In addition, we launched a new talent learning platform to support our commitment to nurture our employees' ongoing growth and professional development.

## 3. **Support sustainable communities:**

We launched a new cross-functional Sustainability Committee to identify and implement sustainable practices across Cytokinetics. We also formalized our corporate giving approach to focus our charitable contributions on initiatives that promote science education, access to healthcare in cardiovascular disease and support for local, at-risk communities.

As we look ahead, we will continue to advance our corporate responsibility action plans and goals to create positive and meaningful impact for our stakeholders. I'm grateful for the tenacity, grit and resilience of our dedicated employees over these past 25 years and I am excited at the prospect of potentially commercializing our first medicine by 2025, with a patient-first mindset and our ongoing commitment to diversity and respect for the communities we live in and serve. I look forward to updating you on our progress and appreciate your continued support of all we do and how we do it.

Robert Blum  
President & Chief Executive Officer  
Member, Board of Directors

# EMPOWERING MUSCLE, EMPOWERING LIVES

## ABOUT CYTOKINETICS

Cytokinetics is a biopharmaceutical company focused on discovering, developing and commercializing first-in-class muscle activators and next-in-class inhibitors as potential treatments for people with debilitating diseases in which muscle performance is either compromised or declining.

Cytokinetics was founded in 1997 by pioneers in the field of cell biology. Since operations began in 1998, we have developed unparalleled expertise that keeps us at the forefront of drug discovery and development for diseases impacting muscle performance with more than 115 publications, over 100 clinical trials and hundreds of issued patents.

Today Cytokinetics has five clinical stage programs and ongoing research in muscle function, contractility, energetics and metabolism.

### Our areas of focus

Cytokinetics' research and development focuses on impacting the mechanics of muscle function with investigational medicines that may improve muscle strength, power or performance. We aspire to develop new medicines that may improve patient outcomes for people living with debilitating diseases of muscle dysfunction.

Our clinical-stage programs are focused on cardiovascular conditions including: **hypertrophic cardiomyopathy (HCM)**, a progressive condition that causes the heart to thicken and stiffen, eventually limiting its ability to pump blood; and **heart failure (HF)**, a progressive condition in which the heart becomes enlarged, thickened or rigid, hindering its ability to pump blood throughout the body.

### CYTOKINETICS at-a-glance

\$7.5M

REVENUE IN 2023

\$266M

IN R&D INVESTMENT

420

EMPLOYEES

5

CLINICAL TRIAL  
PROGRAMS

130+

PUBLICATIONS

## Our 25-year legacy

Cytokinetics' mission first took shape in 1998, when four pioneers in the field of cell biology — James Sabry, M.D., Ph.D.; James Spudich, Ph.D.; Ronald Vale, Ph.D.; and Lawrence S.B. Goldstein, Ph.D., together with other colleagues, launched Cytokinetics in South San Francisco, California. Our founders' pioneering academic research and discoveries relating to the cytoskeleton, cell mechanics and molecular motor proteins contributed to the scientific platform for the company.

We initially pursued multiple therapeutic programs in cancer, cardiovascular disease and inflammatory and infectious diseases. Then, following pivotal strategic planning initiatives, we refined our focus to muscle biology. Since then, Cytokinetics has built a robust pipeline of therapies with promise for people living with diseases characterized by muscle weakness, loss and dysfunction.

Today we are a team of innovators, creators and solution-seekers working collaboratively for the benefit of the patients we serve. We are pursuing our vision to be the leading muscle biology biopharmaceutical company that meaningfully improves the lives of patients with diseases of impaired muscle function through access to novel medicines arising from our research.

## our mission

To improve the healthspan of people with devastating cardiovascular and neuromuscular diseases of impaired muscle function.

In recognition of our 25th year, we created the theme "Strength in Science," which shines a light on the science, research and innovation that powered us through the last quarter-century, and continues to drive us to achieve our goals of bringing new potential medicines to patients in need.

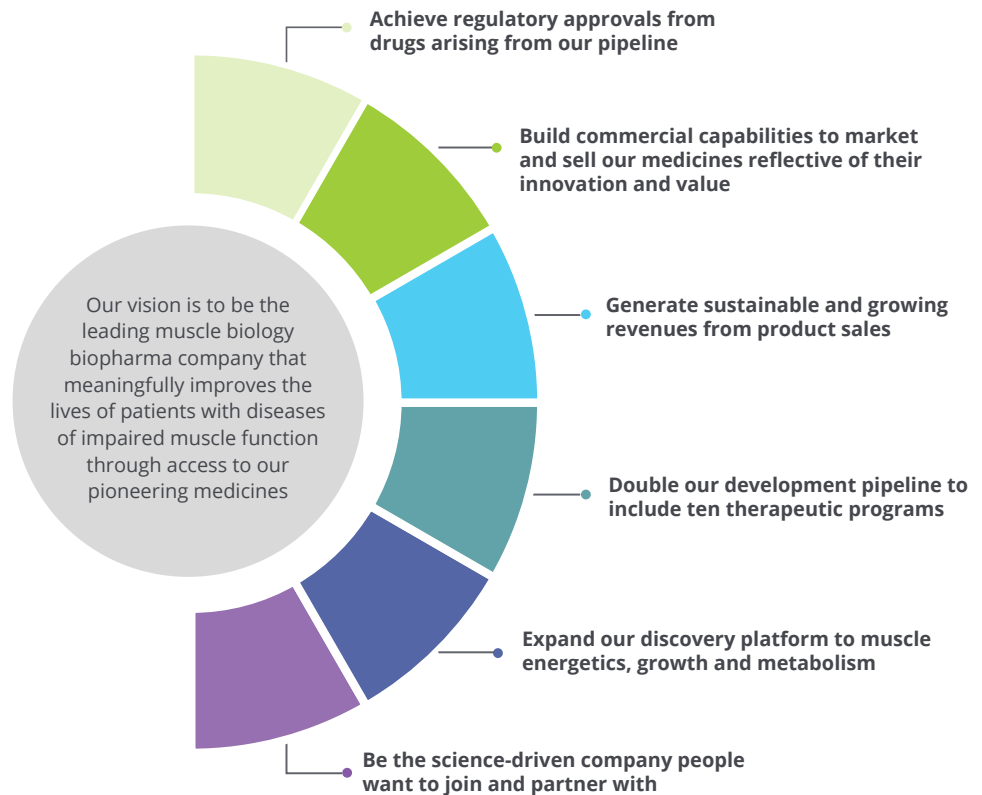
As we celebrate our silver anniversary, the Cytokinetics vision is as strong, our mission is as critical and our commitment is as solid as it has ever been.



Employees, partners, investors, alumni of Cytokinetics, community leaders, elected officials, industry friends and employees joined us at our open house to celebrate and honor our 25th anniversary as well as our longstanding commitment to the Bay Area.

## Vision 2025: Leading with science, delivering for patients

Vision 2025 articulates Cytokinetics' 5-year key imperatives to be the leading muscle biology biopharmaceutical company. Through Vision 2025, we aim to improve the lives of patients with diseases of impaired muscle function through access to our pioneering medicines. This vision guides our strategic direction and decision-making, and provides a consistent framework for achieving our goals, both as a company and as individuals.



## Our culture and values

Cytokinetics' award-winning culture is driven by four values that guide everything we do, every day. They are:



### Patients are our North Star

- We seek to understand our patients' journeys, and proactively embed their needs in our goals, priorities, business and community partnerships
- We keep the patient front and center in all we do; all actions and decisions are in service of the patient and their caregivers
- We advocate for the patient through our engagement in patient-centric activities like fundraising events, public policy initiatives, volunteering and education



### Science is in our soul

- We are committed to robust scientific thinking, grounded in integrity and critical thinking, and not polluted by politics or divisiveness
- We invite healthy debate, test hypotheses, encourage independent thought and courageously explore the unknown — all in service of improving patient health and humanity
- We are problem solvers — we push boundaries and think beyond the norm to come up with out-of-the-box solutions that make a difference



### We > Me

- We are stronger as a team, valuing the power of diversity and rising together as one
- We insist on transparency, collaboration and feedback
- We champion integrity, ethics, doing the right thing and being our best selves



### Make it happen

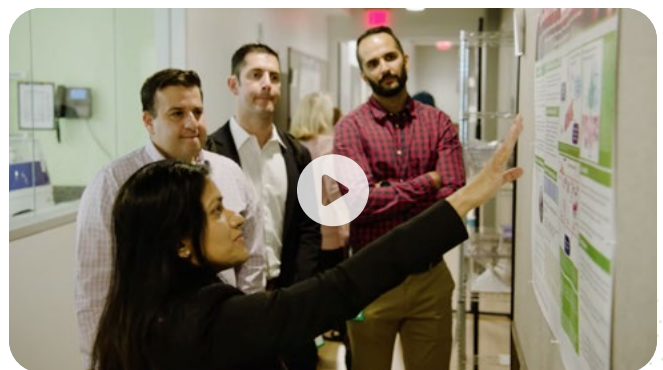
- We are tenacious and resilient, confidently navigating ambiguity to deliver results
- We demonstrate courage by taking calculated risks, failing fast and recovering quickly
- We hold ourselves accountable for our actions without excuses or blame



## Our values in action: Science is in Our Soul

A fundamental value of our organization is Science is in Our Soul, and in 2023 we celebrated this ethos through the first Science is in Our Soul Day. This event provided a platform for every employee and team to demonstrate how employing a scientific and analytical mindset contributes to our progress and aids in realizing our corporate objectives.

We were overwhelmed with submissions of employee-created, academic-style posters illustrating everything from lab experiments to investor targeting to how we advance our culture of quality. Science is in Our Soul Day was emblematic of the company-wide dedication and commitment to the high-science, high-integrity initiatives that boldly push boundaries and advance our goals, always with the patient in the forefront of our minds.



### Watch the video.

Clicking on this video will open a new screen at <https://www.youtube.com/watch?v=n8tw42W3J50>

# OUR APPROACH TO **corporate responsibility**



**At Cytokinetics, corporate responsibility is a fundamental principle ingrained in our ethos since the company's founding 25 years ago. Our team is dedicated to doing the right thing every time, in every aspect of our work.**

From our deep commitment to patients, to our ethical approach to drug discovery and clinical research, we prioritize rigorous ethics and compliance programs, broad-based diversity, equity, inclusion and respect initiatives and a commitment to environmental sustainability.



## Corporate responsibility governance and accountability

We have proudly built a corporate responsibility (CR) governance structure that formalizes our commitment to a sustainably run business. Our Board of Directors provides strategic oversight of our CR program and environmental, social and governance (ESG) matters through the Nominating & Governance Committee. Our Chief Executive Officer (CEO), who has overall responsibility for company strategy and operations, is a member of the Board.

The Cytokinetics Corporate Responsibility Committee — chaired by our Senior Vice President of Corporate Affairs — includes functional leaders and subject matter experts from across the company, including Human Resources, Legal, Medical/Clinical, Facilities, Commercial, Compliance, Patient Advocacy, CMC/Supply Chain, Regulatory and Research & Development (R&D). The CR Committee provides regular updates to the CEO and Board about our progress on our corporate responsibility goals and overall strategy.

To inform our corporate responsibility planning and our disclosures, we look to our stakeholders and third-party frameworks, including the Sustainability Accounting Standards Board (SASB) guidelines for our industry. We have included a reconciliation with SASB at the **end of this report**.



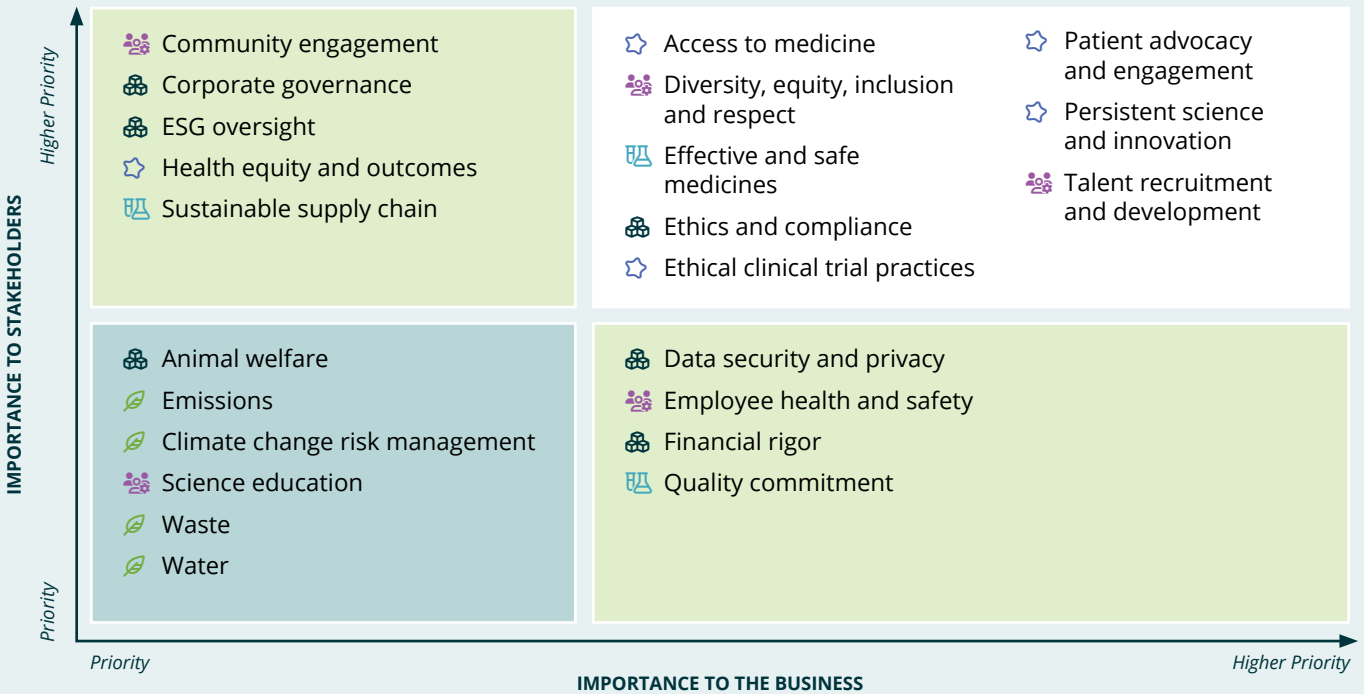
## Our materiality matrix

In 2022, we conducted an inaugural materiality assessment to prioritize the CR and ESG topics most important to our business and our stakeholders. This assessment included industry benchmarking, interviews with internal business leads and external stakeholders, a working session with our CR Committee and engagement with senior leadership and our Board of Directors.

We codified these findings in our materiality matrix, which presents the ESG topics that could have the greatest impact on our business and that matter most to our stakeholders. In keeping with our practice of regularly monitoring emerging issues in our industry, we intend to update our materiality assessment as our business continues to mature.



## Cytokinetics Materiality Matrix



☆ Patient Centricity
🏠 Products
👥 Culture and Community
🌿 Environment
⚖️ Governance and Integrity

Note: topics are listed in alphabetical order, not importance

## Strategic pillars and goals

Our materiality matrix informs Cytokinetics' three corporate responsibility pillars and associated goals. Guiding a strategic approach to our work, these pillars provide a framework for reporting on our corporate responsibility performance.

In 2023, we completed assessments and developed tailored action plans to support each of our corporate responsibility goals to ensure we focus our activities and allocate our resources towards initiatives that support the creation of long-term value and positive impact for our stakeholders and communities at large. Highlights of our progress include:

Pillar	Goals	2023 Progress
Keep Patients at the Center of Our Work	<b>Continually embed patient centricity across all stages of our business</b>	<ul style="list-style-type: none"> <li>Developed Patient Centricity Playbook and completed eight sets of guidelines</li> <li>Engaged 35+ patient advocacy organizations across our two disease areas</li> </ul>
	<b>Maintain strong investment in innovative R&amp;D programs rooted in unmet need and high scientific integrity</b>	<ul style="list-style-type: none"> <li>Reinvested \$266M into our R&amp;D activities</li> <li>Continued to advance five ongoing clinical stage programs</li> <li>Added 20 new research publications</li> </ul>
	<b>Pursue equitable access and affordability of our medicines</b>	<ul style="list-style-type: none"> <li>Partnered with The National Black Church Initiative (NBCI) to launch Heart First educational program</li> <li>Expanded patient population to include 150 global clinical sites in 15+ countries for phase 3 clinical trial of <i>aficamten</i>, our investigational medicine</li> </ul>
Advance a High-Integrity, Diverse & Inclusive Culture	<b>Continue to embed integrity, ethics and compliance across all business operations</b>	<ul style="list-style-type: none"> <li>100% of employees trained on our Code of Ethics and Business Conduct</li> <li>Published Anti-Corruption and Anti-Bribery and Data Privacy Policies</li> </ul>
	<b>Increase diverse representation for women and underrepresented groups in leadership and across the company</b>	<ul style="list-style-type: none"> <li>Maintained 39% women in senior leadership (VP and above) (2% decrease from 2022 due to attrition)</li> <li>Achieved 29% underrepresented groups in senior leadership (VP and above) (5% increase from 2022)</li> <li>Attained 44% women at Director level and above.</li> </ul>
	<b>Foster a values-driven culture that is safe, diverse, equitable and inclusive</b>	<ul style="list-style-type: none"> <li>Achieved 82% score in annual employee engagement survey with 95% participation rate</li> <li>Added new employee resource group, CytoPride, welcoming members of the LGBTQIA+ community</li> <li>Launched new talent learning platform <i>Thrive</i></li> </ul>
Support Sustainable Communities	<b>Provide transparent reporting on environmental footprint and climate risk</b>	<ul style="list-style-type: none"> <li>Reported Scopes 1 and 2 GHG emissions and impact</li> <li>Achieved nearly 50% renewable electricity use in Cytokinetics facilities</li> </ul>
	<b>Actively manage environmental impact as we grow our operations</b>	<ul style="list-style-type: none"> <li>Launched new Sustainability Committee to promote sustainable practices</li> <li>Initiated company-wide waste reduction project to reduce waste to landfill</li> </ul>
	<b>Champion stronger communities where we live and work through volunteerism and giving</b>	<ul style="list-style-type: none"> <li>Contributed nearly \$2 million in corporate donations and grants</li> <li>Formalized corporate giving program to support science education, access to healthcare for cardiovascular disease and local at-risk communities</li> <li>Partnered with Keystone Symposia to support two Postdoctoral Fellows over the next four years</li> </ul>

PATIENT-CENTRICITY:  
**deeply ingrained  
in our culture**



**We aspire to set the industry standard in patient centricity. We keep patients at the heart of every phase of development — research, clinical development, commercial readiness and more.**

“Cytokinetics’ unwavering dedication to the patient experience is exemplary. This commitment is clear from their efforts to deeply understand and empower individuals combatting cardiovascular diseases everyday.”

**CELINA E. GORRE** CHIEF EXECUTIVE OFFICER, WOMENHEART

## Systematic patient engagement

Led by our Senior Director of Patient Advocacy & Engagement, and in line with our culture of compassion, we have defined how and when our teams should best partner with patients, their caregivers and patient organizations to consistently inform and shape business decisions. The Systematic Patient Engagement initiative provides guidance, processes and workstreams to enable enterprise-wide engagement and accountability. Our goal is to harmonize the approach across functions and provide the tools and know-how for implementation.

### Patient Engagement Guidelines

To harmonize our patient-centric approach across functions and provide the tools and know-how for implementation, we developed eight sets of informational guidelines in 2023, and we are making progress to roll out another two, as follows:

#### Guidelines completed:

##### **Governance & Accountability:**

- Hosting patient visitors at our offices
- Engaging with local advocacy organizations

##### **Research & Development:**

- Review of patient-facing clinical trial materials
- Including patient advisors on clinical trial Steering Committees
- Engaging patient advisors in review of clinical protocols and the Executive Committee

##### **Commercial:**

- Review of healthcare provider direct-to-patient materials
- Review of direct-to-consumer patient materials

##### **Regulatory:**

- Understanding patient interaction as part of the FDA review process

#### Guidelines in Process:

- Considerations for fair market value for patient engagement
- Engaging with members of the Patient and Caregiver Advisory Councils



Jillian, person living with HCM, posing next to her photo at the Cytokinetics headquarters in South San Francisco.

“Prioritizing systematic patient engagement throughout the workplace helps foster a culture of empathy and collaboration at Cytokinetics, ensuring that the voice of the patient remains central to our decision-making process.”



**MARY POMERANTZ**  
SENIOR DIRECTOR OF  
PATIENT ADVOCACY  
& ENGAGEMENT

## A methodical research approach

To ensure that multiple facets of the patient population are considered, we have employed a strategic, methodical approach to our clinical research program. By doing so, we can investigate the potential benefits of medicines such as *aficamten* — our next-in-class cardiac myosin inhibitor in development for the potential treatment of hypertrophic cardiomyopathy (HCM) — in several patient settings, as well as within the current standards of practice.

The development program for *aficamten* is assessing its potential as a treatment that improves exercise capacity and relieves symptoms in patients with HCM, as well as its potential long-term effects on cardiac structure and function in various patient populations. *Aficamten* is currently the subject of three Phase 3 clinical trials:

- SEQUOIA-HCM (**S**afety, **E**fficacy, and **Q**uantitative **U**nderstanding of **O**bstruction **I**mpact of **A***ficamten* in **H**CM), a pivotal Phase 3 clinical trial in patients with symptomatic obstructive HCM (oHCM). Status: Completed
- MAPLE-HCM (**M**etoprolol vs **A***ficamten* in **P**atients with **L**eft ventricular outflow tract (LVOT) obstruction on **E**xercise Capacity in **H**CM), a Phase 3 clinical trial evaluating *aficamten* as monotherapy compared to metoprolol as monotherapy in patients with oHCM. Status: Ongoing
- ACACIA-HCM (**A**ssessment **C**omparing **A***ficamten* to Placebo on **C**ardiac Endpoints **I**n **A**dults with Non-Obstructive **H**CM), a pivotal Phase 3 clinical trial in patients with symptomatic non-obstructive HCM. Status: Ongoing

### About Hypertrophic Cardiomyopathy

HCM is a genetic disease in which the heart muscle becomes abnormally thick (hypertrophies) and stiffens, eventually limiting its ability to pump blood. This ultimately limits the heart's pumping function, resulting in reduced exercise capacity and symptoms including chest pain, dizziness, shortness of breath or fainting during physical activity. Two-thirds of HCM patients have obstructive HCM (oHCM), in which the thickening of the cardiac muscle leads to left ventricular outflow tract (LVOT) obstruction; one-third have non-obstructive HCM (nHCM), in which blood flow is not impacted but the heart muscle is still thickened.

## Clinical trial standards and diversity

At Cytokinetics, we recognize the critical need to include diverse patient populations in our trials. We understand that different demographic groups may respond differently to treatments, and that this insight can only be gained through inclusive research.

In line with our patient-centric approach, we proactively seek to include patients from diverse populations representative of real-world experience, including a range of genders, ethnicities, socioeconomic status and backgrounds. We have formalized this commitment to diversity in our corporate goals structure, which starts at the top of our organization — an uncommon achievement in companies of our size.

A strong example of our commitment to clinical trial diversity and equitable access in cardiovascular disease treatments is our recruitment approach for our ongoing Phase 3 clinical trials of *aficamten*, MAPLE-HCM and ACACIA-HCM. We are committed to approaching diversity comprehensively, not only in terms of patient participation but also in investigator involvement. Here, we have developed a formal diversity plan with the goal of achieving an ambitious enrollment of up to 15% of underrepresented patients in these trials. These plans involve collaboration with advocacy partners and an array of initiatives to raise awareness and encourage underrepresented communities to participate.

Toward that end, we have implemented multiple community outreach initiatives, including:

- Teaming up with diverse patient advocacy groups to help share awareness about the trials
- Expanding our activities globally, attracting patients of multiple ethnicities from such locales as Hawaii, China, Europe, Israel and South America
- Partnering with the Association of Black Cardiologists on a mentorship program for emerging leaders in medicine and clinical research

In addition, we have increased diversity on the Steering Committees of the ACACIA-HCM and MAPLE-HCM clinical trials, which now include members from the HCM-patient community, a patient participating in MAPLE-HCM and academic leaders from a broad cross-section of racial backgrounds, ethnicities and genders to ensure that our trials reflect the needs of the community. While there is more work to be done, our commitment to making a difference in this space is unwavering, and we are actively taking steps to lead by example in the industry.

## Ethical clinical trials

Maintaining the utmost ethical conduct in our clinical trials is a steadfast company commitment, overseen by our Chief Medical Officer and our Senior Vice President of Development Operations. We have established policies and procedures that govern the ethics of conducting clinical trials, and we adhere to applicable standards set by the International Council for Harmonisation (ICH) of Technical Requirements for Pharmaceuticals for Human Use. We follow Good Clinical Practice (GCP) guidance provided by ICH and regional laws and regulations for designing and conducting clinical trials and reporting trial results.

Compliance with GCP standards, as well as other Good Practice (GxP) standards, provides assurance that the rights, safety and well-being of trial participants are protected and that clinical trial data are credible. The ethical conduct of our trials is monitored by Institutional Review Boards (IRBs) and independent Ethics Committees, which have the authority to approve, modify or terminate trials conducted under their affiliated institutions.

Informed consent forms, protocols and other crucial clinical trial documents undergo review and approval by IRBs, Ethics Committees, privacy boards and health authorities. We meticulously oversee patient safety through accumulation and examination of data by internal medical monitors and

Drug Safety and Dose Level Review Committees focused on Phase 1 studies. For more extensive studies, external Data Monitoring Committees comprising independent experts periodically review clinical data.

Patient perspectives are integral to our clinical trial design and implementation. They provide crucial insights that guide our endeavors and contribute to Steering Committees for several of our trials — including SEQUOIA-HCM and MAPLE-HCM. Also, when feasible, we ensure that patients can access investigational medicines post-trial, guaranteeing continuity of care that is often lacking in the current clinical trial environment. We currently offer open-label extension (OLE) studies for our ongoing Phase 3 clinical trials.

All clinical trials are disclosed in credible and publicly available databases, including [ClinicalTrials.gov](https://clinicaltrials.gov). We are committed to following trial requirements when publishing trial results.

We are also dedicated to ensuring that information about our clinical trials and their results are easy to obtain and understand for our stakeholders. In 2024, we will launch Plain Language Summaries (PLS) of our ongoing and completed clinical trials. The PLS of clinical trials will be written in brief, clear, non-technical language to explain the trials' design and goals to participants.

## Access to medicine

As we prepare for the potential approval of our first medicine, Cytokinetics aspires to provide equitable access for all patients regardless of gender, ethnicity or ZIP code. As such, we are developing programs for patients and healthcare providers to ensure our products are accessible and affordable to those in need. They may include:

- **Access & Affordability** – Support to help understand and navigate insurance coverage and obtain financial assistance for eligible patients
- **Education** – Comprehensive patient and office education and resources to help navigate the patient's treatment journey
- **Logistical** – Support to manage logistical challenges that prevent patients from starting and staying on therapy
- **Lifestyle** – Behavioral and wellness tools and resources to support patient engagement and help manage adherence to treatment

We recognize people living with HCM face many hurdles in managing their condition. As we continue to develop these programs, we are working closely with the HCM community to explore additional support and educational resources for patients and their caregivers.





### Patient and Caregiver Advisory Councils

At Cytokinetics, keeping patients at the center of our work means more than inviting patients to speak at town hall meetings and showcasing patients within our walls. We put our values into action by incorporating patient and caregiver perspectives in our day-to-day business decisions and long-term strategies.

Through our Patient and Caregiver Advisory Councils (PACs), we gather input from a core group of advisors to guide the development of our pipeline and R&D activities and the strategy for our patient advocacy and engagement activities.

Across our therapeutic areas of focus, we convene quarterly PAC meetings, gaining real-world insights from patients and caregivers that help inform our clinical trials, such as the development of our validated Patient-Reported Outcomes Measures (PROMs). Through PROMs, our PACs helped identify important measurement factors that are meaningful to patients and relevant to the therapy under investigation.

This year, our PACs provided guidance on a variety of topics, including clinical trial design, disease awareness campaign development, patient education and navigating the healthcare system. Council members also participated in one-on-one interviews with our interns, sharing their personal experiences during a special learning session.





## Collaborating with our patient communities

We bring our passion and creativity to our advocacy partners to advance their goals of improving patient lives. Our advocacy collaboration principles include:

- Elevate patient and caregiver voices
- Inform and educate on public policy advancements
- Champion better care, access and patient services
- Raise awareness and increase understanding of the burden of disease
- Support fundraising and community education

## Advocacy partner events: Employees in action

In 2023, 118 Cytokinetics employees participated in seven advocacy partner events including fundraising walks, rides and runs, and helped raise funds for partners like the ALS Association, The American Heart Association (AHA) and Heart Brothers, to name a few.



## Heart First: A first-of-its-kind education program

In 2023, we provided a grant to The National Black Church Initiative (NBCI) to launch its Heart First education program, which focuses on cardiovascular disease. A coalition of 150,000 African American and Latino churches comprising 27 million churchgoers, NBCI provides critical wellness information to all its members, congregants, churches and the public.

This first-of-its-kind pilot program launched in November with the goal of reaching churches in Miami and the Greater Charlotte area to raise awareness of how heart failure uniquely affects the Black community. Each participating congregation hears from an African American cardiologist on heart health, risk factors, symptoms and prevention and management of cardiovascular disease, including heart failure, and completes a brief survey on their understanding of the material and willingness to take action. Once the pilot program is completed, NBCI aims to launch the second phase of Heart First, which would include a multi-module cardiovascular heart health series, including an in-depth heart failure course for its members.

## Project ENACT: Raising clinical trial awareness

ENACT: Empower, Navigate, Activate for Clinical Trials is an initiative designed to champion greater awareness and engagement in cardiovascular clinical trials by reducing barriers, increasing support and empowering patients in groups historically underrepresented in clinical research, including people of color and women, to confidently navigate the clinical trial experience from start to finish. ENACT is a joint initiative of The Mended Hearts, Inc. and WomenHeart, made possible through grant funding from Cytokinetics.

ENACT seeks to provide greater education to patients with cardiovascular diseases participating in clinical trials. With an initial focus on clinical trials in HCM, ENACT will offer educational resources such as videos and written guides and will train peer support volunteers to help address the unique questions, experiences and considerations people may have about clinical trials.



## Product quality and safety

We aim to deliver quality therapies to our patients. Our robust quality program, overseen by our Senior Vice President of Regulatory and Quality, ensures alignment and compliance with guidelines, regulations, and ICH standards. The Quality Review Board and Management Review Board drive our quality governance structure.

Our activities span across R&D, clinical trials, supply chain and technical operations. This year, we initiated a company-wide quality culture initiative to embed quality in every aspect of our daily operations.

### Quality Management System

The Cytokinetics Quality Manual is our company-wide policy, forming the foundation of our Quality Management System (QMS). All employees undergo onboarding and annual training on the quality manual to maintain awareness and adherence. The Quality Review Board and Management Review Board assess and consider improvements to our QMS on a monthly basis.

Our QMS includes robust risk management, which supports a proactive approach to identifying, assessing and controlling risks. For clinical trial conduct and supply of trial materials, we employ continual safety monitoring, investigator and site selection procedures and stringent quality surveillance.

Our quality system evolves to meet growing business needs. As such, in 2023 we streamlined our quality process with a new electronic QMS platform to enhance efficiency, tracking and performance management. Additionally, our internal audit program includes annual audits for Good Manufacturing Practice (GMP) and GCP operations based on regular risk assessments. Our external partners must also align with our quality requirements, verified through audits and quality agreements.

### Quality training

We prioritize comprehensive training for employees including core policy training that covers adverse events, product complaint reporting and IT security. Employees in GxP functions also receive role-specific training, with annual updates to ensure employees stay up-to-date with current industry trends and regulations.



### Celebrating World Quality Day

Cytokinetics employees came together to celebrate, raise awareness and promote the importance of quality within the workplace. This included poster sessions and talks from members of the Quality group at Cytokinetics.

“At Cytokinetics, quality isn’t a buzzword, it’s a commitment we make daily. It fuels our passion for excellence and it’s the driving force behind our ambition to continuously raise the bar.”

**MEGAN TRUONG**  
VICE PRESIDENT, QUALITY

# A CULTURE OF **integrity, diversity and inclusivity**



**We advance a culture where everyone is valued, recognized and encouraged to be their authentic selves. We champion diversity and inclusivity across all levels of our organization and consider these tenets to be vital to our collective success.**

“At Cytokinetics, diversity is not just about representation, it's about fostering an inclusive environment where every voice is heard and respected.”

**YULYMAE DINAPOLI**  
VICE PRESIDENT, HUMAN RESOURCES



## A diverse and inclusive culture

Cytokinetics has built an award-winning reputation as a great place to work. In our 2023 Employee Engagement Survey, we achieved a high engagement score of 82% with 95% of employees participating, ranking Cytokinetics in the top quartile in our industry.

Our positive workplace environment has resulted in a relatively low attrition rate of 10% in 2023 compared to the US Biopharmaceutical industry average of more than 22% based on AON data. Moreover, our leadership turnover rate was less than 5%, with an average tenure of more than seven years.

Cytokinetics was certified as a *Great Place to Work* in 2023. We were also cited by *Fortune* magazine as a “Best Workplace in BioPharma” and “Best Workplace in the Bay Area” in 2022 and 2023, and by the *San Francisco Business Times* as a “Best Place to Work in the Bay Area” in 2021, 2022 and 2023. In 2023, Cytokinetics also received the “Winner in Wellness” award from the *San Francisco Business Times*.



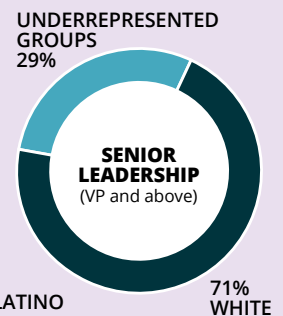
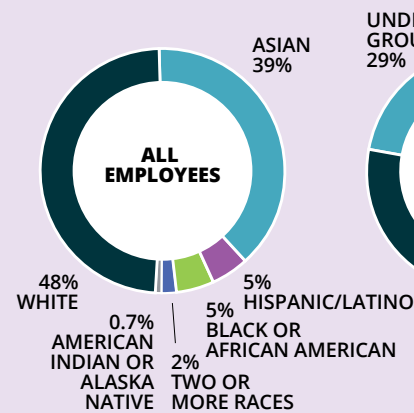
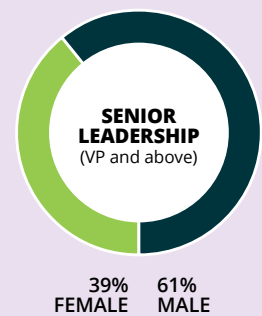
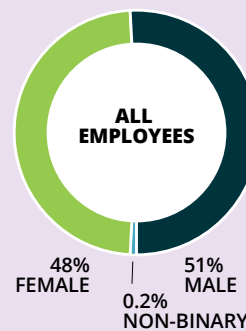
## Diversity in hiring

We acknowledge the vital role of gender and racial diversity in our workforce. Our goal is to foster a workplace that meets or exceeds industry benchmarks for diversity, including gender and historically underrepresented groups, such as Hispanic, Latino, Black and African American.

Research indicates that larger candidate pools lead to increased hiring opportunities. Therefore, to enhance the recruitment of women and underrepresented groups, we are actively engaged in the following activities:

- Establishing partnerships and outreach initiatives with universities and organizations focused on hiring individuals from underrepresented groups, including women, Black and African American, Hispanic and Latino American, American Indian, Native Hawaiian, other Pacific Islanders and veterans
- Striving for diversity in our candidate interviews and providing interviewer training on fair and thorough candidate evaluation and selection
- Increasing our outreach to educational institutions to spot and engage underrepresented and diverse students for internships and postdoctoral programs

## Diversity across Cytokinetics 420 employees



## Our Diversity, Equity, Inclusion and Respect initiative

Our goal is to be a company that attracts, retains and develops a diverse community of colleagues impassioned by our purpose to improve the lives of patients with debilitating diseases of muscle dysfunction. We have established a company-wide Diversity, Equity, Inclusion and Respect (DEIR) initiative that strives to create an inclusive culture in which diversity is recognized and valued.

Our DEIR initiative is led by the company's DEIR Council. Comprised of employees from across the business, the Council oversees four function-specific committees focused on: Organizational Assessment; Recruiting & Hiring Practices; Celebration, Education & Learning Together; and Community Outreach.

We also focus on increasing awareness and understanding of different cultural observances such as Lunar New Year, Mardi Gras, Diwali, Black History Month, Pride Month and Hispanic Heritage Month, to name a few. This year also marked our second annual spotlight series to celebrate Women's History Month. The event featured a panel discussion with women from across Cytokinetics discussing topics such as leadership, communication skills and work-life balance.

We continue to make progress on our DEIR initiative. In our latest employee engagement survey, 88% of employees felt Cytokinetics values diversity and nearly 90% felt Cytokinetics fosters an inclusive culture, both in the top quartile in our industry.

### Highlights of our DEIR accomplishments during 2023 include:

#### Organizational Assessment



- Advanced a culture of transparency and visibility by making internal demographics data more accessible and easily digestible and confirmed that Cytokinetics continues to be more diverse compared to industry benchmarks

#### Community Outreach



- Increased the number of DEIR volunteer activities by 37%, the number of employee volunteers by 41% and total volunteer hours by 68% compared to 2022
- Partnered with five new community-based organizations
- Developed a benchmarking approach to assess community outreach and scholarship activities of peer companies

#### Recruiting & Hiring Practices



- Created a quarterly "Virtual Open House" to promote opportunities and DEIR culture
- Rolled out a candidate survey to measure bias, diversity and inclusion in the selection and hiring process
- Conducted a quarterly analysis of employees' DEIR experience during their interview and onboarding process
- Formed partnerships and hosted networking events with diverse professional and alumni organizations

#### Celebration, Education & Learning Together



- Hosted four Power Hours, focused conversations that bring employees together to learn about DEIR topics
- Explored innovative ways to continue to educate our employees by introducing the DEIR Movie Program to raise awareness, understanding and sensitivity of diverse cultural customs and social issues

## Spotlight on the Keystone Symposia Fellows Program

Cytokinetics is proud to partner with the Fellows Program of Keystone Symposia, a nonprofit organization that supports the next generation of biomedical and life science professionals.

The Keystone Symposia Fellows Program is a key initiative in the organization's Diversity in Life Science portfolio, designed to advance diversity in leadership positions across the biomedical field. The program provides early-career scientists from underrepresented backgrounds in the U.S. with leadership training and mentorship at this critical stage of career development. In 2023, we committed to support two postdoctoral students in the program's Postdoctoral Fellows Research Experience, contributing \$12,000 per year over the next four years.

## Human capital management and development

Talent development is a key priority at Cytokinetics. In 2023, we developed a new talent management and development program to enhance and optimize employees' experience at the company.

### Thrive talent development program

New in 2023, *Thrive* is Cytokinetics' talent and learning development platform, helping individuals achieve their professional development goals. The program reflects our commitment to nurture our employees' ongoing growth at Cytokinetics. The following learning and development programs were available via *Thrive*: Navigating Change, Your Career, Career Conversations, Foundations of Leadership and Situational Leadership.

### Performance management

As part of our formal performance review process, we employ a performance management cycle, which navigates an employee's Individual Development Plan (IDP) through goal setting, a mid-year check-in and a year-end performance review.

### Individual Development Plans

Our IDPs serve as a platform to develop, review and track individual talent development and provide feedback to employees, helping them determine individual goals, identify steps to achieve them and assess their ongoing progress. IDPs prompt employees to identify their career aspirations and strengths and craft a career roadmap to achieve their goals.

### How our employees Thrive

*Thrive* is an online platform where Cytokinetics employees are empowered to build, grow and nurture their careers. It offers a user-friendly interface to access training modules and resources on-demand, at any time and from anywhere. *Thrive* has something for everyone and includes a wide range of courses to build leadership capabilities and soft skills, as well as support compliance training to help employees develop expertise and stay apprised of industry trends. Employees can easily track their progress, review completed courses and earn certifications.

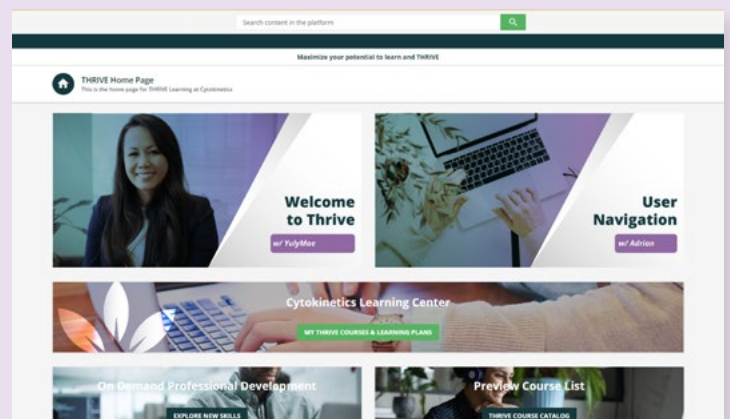


### Wellness and benefits program

We offer generous, comprehensive and competitive compensation and benefits packages with attention to transparent pay equity. In 2023, Cytokinetics employees were able to elect a benefits package with the right coverage to support their and their families' unique needs. Details on our full list of benefits and wellness offerings are available at Careers on our website at [www.cytokinetics.com](http://www.cytokinetics.com).

### Postdoctoral Fellows Program

Our Postdoctoral Fellows Program launched in early 2023 and will continue to roll out throughout 2024. The program trains the next generation of scientists poised to enter the biotech and academic research community, and helps fuel discovery of potential new medicines for cardiovascular and neuromuscular diseases. In 2023, we sponsored two fellows as part of this program.



## Internships and partnerships

We strongly believe in nurturing and supporting young biotech professionals. Each summer, Cytokinetics interns gain real-world biopharmaceutical industry experience and benefit from enriching educational, networking and team-building opportunities. Many of our undergraduate interns are recruited from nonprofit partners supporting underserved students interested in life science careers, such as Project Onramp, Eastside College Preparatory School in East Palo Alto, California and others.

We are also proud to collaborate with institutions of higher learning to raise students' awareness of career opportunities in the life sciences field. For example, we partnered with the University of Texas, Austin to host a

group of undergraduate students in a five-week rotational immersion program with Cytokinetics' research and development department.

In addition, we partner with local community colleges where many underrepresented and first-generation college students gain access to higher education. We also host high school students, including those from the Oakland, California area — with a sizable number of students from underrepresented communities — for a one-day immersion program featuring an office tour, experiential learning in the lab and speaker session.

## The Cytokinetics internship experience

Through the Cytokinetics Internship Program we aim to provide a challenging and rewarding experience to help build a solid foundation for undergraduate and graduate students as well as recent graduates who wish to pursue a career in the biopharmaceutical industry. The program's activities include:

- **Networking opportunities** – Make meaningful connections with experienced industry professionals as well as peers while discovering more about the biotechnology field
- **CytoTalks** – Gain industry knowledge in different stages of drug discovery, development and commercialization
- **Off-site events** – Engage in activities outside the office such as hikes or city tours to foster connections with other interns
- **Team-building activities** – Gain hands-on skills for the workplace and life by interacting with peers in fun activities that encourage collaboration
- **Lunch with the CEO** – Get to know our President and CEO Robert Blum during an engaging and informative lunch forum



## Employee Resource Groups

We have made significant progress developing our organization-wide Employee Resource Groups (ERGs), an initiative that aims to create cohort-specific employee affinity groups to further inclusion and engagement.

Our inaugural ERG, launched last year, is the Cytokinetics EmpowHERment Network. Open to all women at Cytokinetics, this ERG's mission is to increase awareness of the different challenges women face in the workplace and foster personal and professional support across the company. During Pride Month in 2023, we added our second ERG, CytoPride, which welcomes members of the LGBTQIA+ community. CytoPride serves to support and enhance the experiences of our LGBTQIA+ identifying colleagues year round as they navigate the workplace.



### 2023 EmpowHERment activities

- Leadership workshops on the power of agentic language in the workplace
- “Table talk” sessions covering key challenges women face in biotech
- Annual spotlight series celebrating Women’s History Month in March
- Sponsored attendance at women’s conferences in Philadelphia and virtually



## A safe workplace

Cytokinetics is dedicated to providing a safe and healthy workplace for all employees and contractors. We continually monitor safety issues in the workplace, and work to promptly remedy any issues or concerns.

Our formal Workplace Safety Program is managed by the Facilities and Environmental Health & Safety (EH&S) Department and overseen by the company's Safety Committee, which comprises members from across the company. Each quarter, the Safety Committee compiles and reviews reports of any incidents that occurred in the previous 90 days and assesses ways to enhance safety measures and features.

In addition, workplace safety extends to responsible environmental actions. All waste products and hazardous materials are treated, stored, handled and disposed of in full compliance with all laws, regulations and company practices. Any incidents related to potentially toxic or hazardous materials are reported promptly to a manager or the Facilities and EH&S Department.

Safety highlights	2022	2023
Recordable injury rate (per 200,000 hours worked)	0	0.23
Lost-Time Injury Rate (LTIR)	0	0
Fatalities	0	0





## Ethics and integrity

Cytokinetics upholds ethical and professional principles in every aspect of our operations, encompassing interactions with colleagues, patients and caregivers, scientific and clinical partners, service providers, investors and governmental bodies, both locally and globally.

To support this commitment, our comprehensive Code of Ethics and Business Conduct (Code) serves as a guiding framework to ensure we consistently and fully adhere to ethical and professional norms. Each year, we review our Code to ensure that it remains relevant as Cytokinetics grows.

### Purpose of our Code of Ethics and Business Conduct

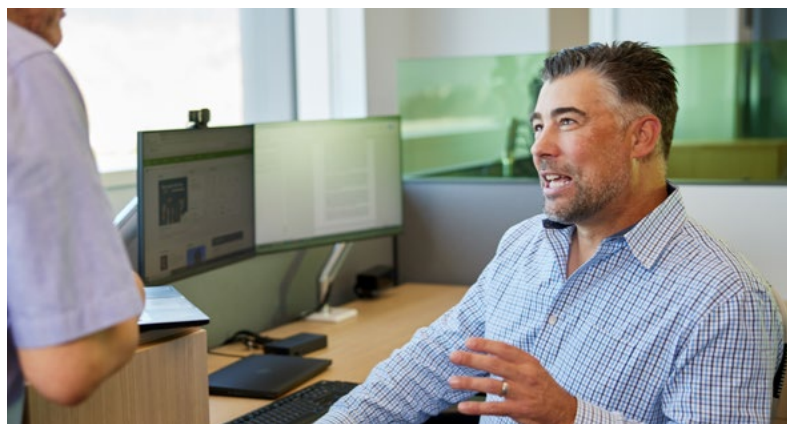
- Encourage integrity and ethical behavior, including the proper management of conflicts of interest in both personal and professional contexts
- Express our dedication to delivering complete, unbiased, accurate, prompt and clear disclosures in filings with regulatory bodies and other public communications
- Promote awareness and compliance with relevant governmental laws, regulations and rules
- Specify processes for and motivate immediate internal reporting of, any breaches of the Code to designated company authorities
- Ensure comprehension of our policies, outline individual responsibilities and guarantee prompt notification of any Code infringements to the appropriate company authorities
- Incorporate standards that all directors, officers and employees are expected to follow and support

## Compliance program and training

We reinforce compliance with our Code's expectations through regular employee training. On an annual basis, all employees are trained on our Code, either upon being hired or yearly on their anniversary. These training sessions are updated annually by our Chief Compliance Officer. In 2023, 100% of our employees completed Code of Ethics and Business Conduct training.

In addition, all employees must acknowledge our anti-harassment and anti-discrimination policy, which is part of the Code, and complete the company-offered training within the first several months of employment.

We continued to evolve our compliance program in 2023 by implementing several new policies, such as our data privacy, anti-corruption and anti-bribery policies, as well as compliance guidance documents and work instructions to ensure ongoing adherence.



## Ethics and compliance hotline

Our Code also addresses processes for reporting ethics concerns confidentially at Cytokinetics for all stakeholders. In keeping with our culture of transparency, we believe in clear and open conversation. We want employees to feel comfortable talking to their supervisors or other managers if they think something does not measure up to our policies or standards.

Employees can also surface concerns or questions directly to our Compliance Department, whether by email, phone or face to face, or to our anonymous and confidential Ethics and Compliance Hotline. Administered by a third party, the Ethics Hotline is publicly available and can be accessed by phone or online to report concerns. All reports to the Ethics Hotline are investigated thoroughly. We have a strict policy against retaliation for reports made to managers, to Compliance or through our Ethics Hotline.

## Corporate governance

Of paramount importance to our company is conducting our activities in accordance with the highest standards of integrity and ethics. This expectation extends to third parties with whom we contract to conduct activities on our behalf.

Integrity starts at the top with our Board of Directors, which is committed to effective corporate governance. The role of the Board is to:

- Oversee the business and act in the best interests of the company and its stockholders
- Supervise the competent and ethical operation of the company, including establishing and implementing practices and policies in areas of potentially significant risk
- Stay abreast of significant political, accounting, environmental, social, governance, legal, regulatory and economic developments that may impact the company's strategic direction

Board diversity and Board independence are priorities; the composition of the Board currently includes 30% women and 90% independent directors. For more information on our commitment to corporate governance, including Board committee charters and governance documents, visit Investors & Media/Corporate Governance at [www.cytokinetics.com](http://www.cytokinetics.com).

## Alignment with PhRMA Code

Our adherence to ethical standards encompasses both our rigorous internal code and the guidelines set by the Pharmaceutical Research and Manufacturers of America (PhRMA) Code, representing companies in pharmaceutical and biotechnology research.

The PhRMA Code is grounded in the belief that patient care by healthcare professionals should depend solely on individual medical needs and the professional's expertise. Our alignment with this principle strives to ensure that our interactions with healthcare professionals aim to improve patient outcomes and advance medical practice.



## Humane treatment of animals

In the development of new medicines, regulatory agencies rely heavily on animal data to evaluate the safety and efficacy of new drug candidates. We acknowledge this necessity and are committed to the ethical, moral and scientific responsibility of ensuring the welfare of these animals.

Cytokinetics is licensed by the State of California Department of Public Health to keep and use Laboratory Animals. Our care for research animals adheres to the standards set by U.S. National Institutes of Health's *Guide for the Care and Use of Laboratory Animals*. We not only meet but strive to surpass all relevant standards for animal care and welfare. We follow the principles of Reduction, Refinement and Replacement (the 3 Rs). Our research activities are overseen by a duly established Institutional Animal Care and Use Committee (IACUC). The IACUC reviews all animal use protocols, oversees compliance with applicable regulations, inspects animal facilities and manages training and educational programs, as well as animal handling.



## Supply chain integrity and sustainability

In 2023, to support our advancing late-stage pipeline and network sourcing strategies, we expanded our sourcing network, by broadening our supplier portfolio to include additional contract manufacturing capabilities.

Our scope of social supplier standards has been expanded as well. Whether our suppliers are long-standing or new to Cytokinetics, we expect them to be materially aligned with the foundational elements of our corporate responsibility priorities. In this regard, we collaborate with supply chain partners who share our values: a commitment to patient centricity; environmental and energy consciousness; deep community involvement; and a robust, actionable program of diversity, equity, inclusion and respect. In 2023, we conducted a survey of publicly available ESG disclosures of our current suppliers. In 2024, we will enhance our vendor selection criteria as our supplier network expands, and engage key partners on joint CR initiatives.

Guided by our corporate values and procurement policies, we work to implement responsible, ethical purchasing practices in compliance with applicable laws, industry standards, internal policies and controls, business rules and regulatory requirements. These values, supported by a robust and transparent data reporting and monitoring system, play an essential role in our supplier selection.

## Data privacy and cyber security

We understand the importance of keeping patient, healthcare provider, employee and company data secure. We have an information security program with policies and procedures to guide our security and data protection decision-making process.

Our recently updated Privacy Policy describes the principles for collecting and processing personal data when conducting our business. It aligns with the basics of relevant privacy laws, including the U.S. Health Insurance Portability and Accountability Act (HIPAA).

Our privacy program is overseen by our Vice President and Chief Compliance Officer, and our Cyber Security Program is headed by our Chief Information Security Officer, as part of a multidisciplinary Cyber Security Advisory Board. This Advisory Board meets quarterly to review the program's ongoing performance and takes action accordingly.

We conduct periodic training sessions, continual phishing programs and employee awareness initiatives to keep our operations secure and information protected from intrusion. One of those initiatives this year was our annual Cyber Security Awareness Month, during which we held cyber security education seminars, hosted lunch-and-learn events and promoted cyber security content on our Cyto TV channel. We experienced no material data breaches in 2023.



# SUPPORTING sustainable communities



At Cytokinetics, we are dedicated to operating an environmentally sustainable business as we grow. As a company headquartered in California, this is particularly important to ensure our compliance to strict state and local expectations. We are also dedicated to being a positive influence in the places where we live and work by supporting local organizations that enrich and improve our communities.

## Our approach to environmental sustainability

We aim to operate in an environmentally responsible manner across our business. We take a holistic approach to actively managing our environmental impact with a focus on enhancing and promoting sustainable practices across our office, laboratory and manufacturing spaces.

We regularly report our energy and greenhouse gas (GHG) emissions and engage with a leading carbon analytics and management company to help us measure, analyze and manage our GHG emissions and electricity use on an ongoing basis. Over the past year, we've focused on identifying opportunities to reduce our carbon impact. These include implementing energy conservation measures, such as scheduling office HVAC to turn off during evenings

and weekends at our corporate headquarters and temperature setbacks during non-business hours in our research laboratories. In 2023, our Scope 1 and 2 GHG emissions decreased by 20% as compared to 2022. We have also begun to explore energy benchmarking with the EPA Energy Star and the International Institute of Sustainable Laboratories' Lab Benchmark tools.

In addition, we recently instituted a new office waste management program with the aim of reducing our landfill waste by up to 75% over the next few years by increasing initiatives to recycle and compost. We also plan to make changes to our purchasing processes to reduce orders of single-use packaging and non-recyclable materials.

### Greenhouse Gas (GHG) Emissions, Energy Use, Water Consumption and Waste

(as of Dec. 31 of the applicable year)

	2022	2023
<b>GHG emissions (metric tons CO<sub>2</sub>e)*</b>		
Scope 1 (fuels, natural gas, refrigerants)	642	391
Scope 2 (electricity use)	830	839
<b>Total Scope 1 and 2</b>	<b>1,472</b>	<b>1,230</b>
<i>Emissions Intensity (tCO<sub>2</sub>e/employee) (Scopes 1 &amp; 2)</i>	3.56	2.97
<b>Energy use (MWh) (by source)</b>		
<i>Total electricity use from renewable sources</i>	--	2,139
<i>Total electricity use from non-renewable sources</i>	--	2,370
<b>Total energy use</b>	--	<b>4,509</b>
<b>Water consumption (millions of gallons)</b>		
Water use	<b>0.995</b>	<b>1.488</b>
<b>Non-hazardous waste disposal (tons)**</b>		
Landfilled	--	27.05
Recycled	--	27.41
Composted	--	33.14
<b>Total non-hazardous waste disposal</b>	--	<b>87.60</b>
<b>Hazardous waste disposal (tons)**/**</b>		
Landfilled	13.20	14.79
Recycled	0.02	3.57
<b>Total hazardous waste disposal</b>	<b>13.22</b>	<b>18.36</b>

\* Correction: We report metric tons CO<sub>2</sub>e for Scope 1 and 2 emissions. A previous version of the 2023 report incorrectly stated metric kilotons. Emissions calculations for 2022 revised based on improved data collection processes and updated methodology

\*\* Waste disposal data for both hazardous and non-hazardous waste updated to reflect actuals vs estimates

\*\*\* Cytokinetics facilities only

## Sustainability Committee

Environmental sustainability at Cytokinetics took a giant step forward in 2023 with the launch of our Sustainability Committee, which includes functional representatives and subject matter experts from across the company. The Sustainability Committee is focused on strategizing and implementing sustainable practices in our workplace as well as educating employees on the importance of reducing our environmental impact. Current initiatives include:

- Conducting a company-wide waste analysis to establish a waste baseline and inform an employee education campaign
- Installing new communal waste bins across the company, ensuring large meeting rooms are equipped with proper disposal bins and educating employees on the importance of their use
- Working with our South San Francisco waste vendor to develop educational materials to promote employee awareness of composting and recycling

## Community engagement and outreach

Our corporate giving approach at Cytokinetics builds on our company's mission to transform the lives of people with debilitating diseases. We aspire to make a positive impact in the communities we serve and the places where we live and work. We encourage our employees across the company to be part of this mission and support their time away from work to actively participate in volunteering, fundraising and awareness events.

### Grants and corporate giving

At Cytokinetics, we provide corporate contributions, grants and charitable giving to a diverse group of organizations that we believe make a real difference. The majority of our giving — nearly \$2 million annually — is through advocacy, medical grants and sponsorships. These typically support patient and professional organizations in specific therapeutic areas by enabling independent research studies and other R&D and medical objectives. For employee work anniversaries, we also made charitable donations to local, employee-selected community-based organizations in California, including Larkin Street Youth Services in San Francisco, and Next Door Solutions to Domestic Violence and Sacred Heart Community Services in Santa Clara County, among others.

We continue to explore ways to further enhance and focus our charitable giving and direct our support to our local communities and beyond. During 2023, we formalized our corporate giving procedures with a focus on the following priorities: diversity in science education, health equity in cardiovascular disease and local community support for at-risk communities.

In 2024, we plan to launch our corporate giving program, allocating funding across national and local organizations aligned with these priorities.



**\$2M**

Contributed to nonprofit organizations whose missions and initiatives we support

## Employee volunteerism

Rooted in the San Francisco Bay Area for 25 years, we believe it is essential to give back by supporting and engaging with our broader community. We take pride in encouraging our employees to participate in community events, including volunteer opportunities, fundraisers and local and national awareness events that serve the communities we care about. By doing so, we hope to foster a strong connection between our company and the communities we call home.

In 2023, more than 170 employees, or one-third of our workforce, volunteered over 555 hours supporting more than 15 community-based organizations. This includes our DEIR Community Outreach program partnering with science, technology, engineering and math (STEM)-related schools and nonprofit groups.

We also partner with Habitat for Humanity in the San Francisco Bay Area to help build homes in local communities, and we work closely with Second Harvest Food Bank of Silicon Valley, a nonprofit organization dedicated to addressing food insecurity. In collaboration with Second Harvest, our employees helped collect donations and participated in food drives to pack, sort and distribute hundreds of grocery packages to those in need.

We plan to institute a formalized flexible Volunteer Time Off (VTO) policy in 2024, offering employees paid time off for volunteering, and to continue to promote employee engagement in company-sponsored volunteer events and team-building activities.



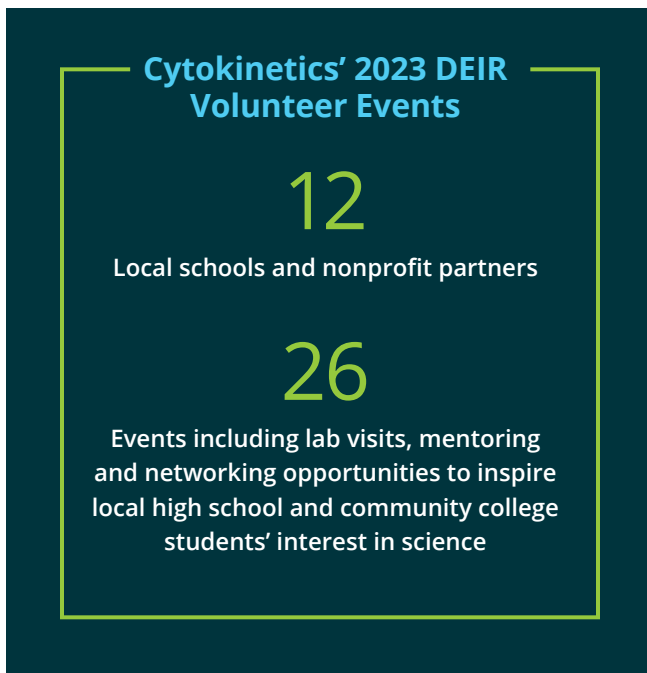
Cytokinetics employees volunteering with Habitat for Humanity

## DEIR Community Outreach

Our DEIR Community Outreach program is an important example of employee volunteerism. Through this company-wide initiative, we team up with STEM-focused schools and nonprofit organizations' programs whose objectives support education and career development initiatives that can help increase diversity in the biotech industry.

In 2023, we partnered with 12 schools and nonprofit groups and expanded our employee mentoring opportunities to support youth from underrepresented groups, helping them develop skills to reach their educational and career goals. One of the organizations we support is the Oakland-based Breakthrough Collaborative, which works with traditionally underrepresented students to achieve post-secondary success and empowers aspiring leaders to become the next generation of educators and advocates.

We are also a committed partner of the San Francisco Bay Area chapter of Life Science Cares, a nationwide nonprofit that leverages the power of the life science industry to reduce the impact of poverty, one of society's most intractable issues. Our employee volunteers help the organization tackle homelessness and food insecurity in multiple ways, including assembling packs of school supplies for children in need.



# SASB INDEX

The following table provides data and information for Cytokinetics utilizing the Sustainable Accounting Standards Board's (SASB) **Health Care Sector - Biotechnology and Pharmaceuticals industry standard (2018-10)**.

The data represents full-year 2023 performance.

Category	Code	Accounting Metric	Information
<b>Safety of Clinical trial participants</b>	<b>HC-BP210a.1</b>	Discussion, by world region of management process for ensuring quality and patient safety during clinical trials	For details, see <b>Ethical clinical trials</b>
	<b>HC-BP-210a.2</b>	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)	No sponsor inspections related to clinical trial management and pharmacovigilance resulted in VAI or OAI
	<b>HC-BP-210a.3</b>	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	None
<b>Access to Medicines</b>	<b>HC-BP-240a.1</b>	Description of action and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	N/A
	<b>HC-BP-240a.2</b>	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	N/A
<b>Affordability &amp; Pricing</b>	<b>HC-BP-240b.1</b>	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	N/A
	<b>HC-BP-240b.2</b>	Percentage change in 1) average list price and 2) average net price across US product portfolio from previous year	N/A
	<b>HC-BP-240b.3</b>	Percentage change in 1) list price and 2) net price of product with largest increase compared to previous year	N/A
<b>Drug Safety</b>	<b>HC-BP-250a.1</b>	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	No products listed. Please visit the <b>FDA FAERS MedWatch website</b> for more information
	<b>HC-BP-250a.2</b>	Number of fatalities associated with products as reported in the FDA AERS	None. Please visit the <b>FDA FAERS MedWatch website</b> for more information
	<b>HC-BP-250a.3</b>	Number of recalls issued, total units recalled	N/A
	<b>HC-BP-250a.4</b>	Total amount of product accepted for takeback, reuse, or disposal	N/A
	<b>HC-BP-250a.5</b>	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	N/A



**SASB Index (Continued)**

Category	Code	Accounting Metric	Information
<b>Counterfeit Drugs</b>	<b>HC-BP-260a.1</b>	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A
	<b>HC-BP-260a.2</b>	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	N/A
	<b>HC-BP-260a.3</b>	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None
<b>Ethical Marketing</b>	<b>HC-BP-270a.1</b>	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No losses related to false claims
	<b>HC-BP-270a.2</b>	Description of code of ethics governing promotion of off-label use of products	N/A
<b>Employee Recruitment, Development &amp; Retention</b>	<b>HC-BP-330a.1</b>	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	For details, see <b>Diversity in hiring</b>
	<b>HC-BP-330a.2</b>	1) Voluntary and 2) Involuntary turnover rate for (a) executive/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Average employee turnover in 2023 was 10.6% and voluntary turnover was 3.6%. The employee turnover rate for each of the following groups was: VP and above (0.7%), Directors (3.1%), Managers (1.9%) and Individual Contributors (4.8%).
<b>Supply Chain Management</b>	<b>HC-BP-430a.1</b>	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 program for integrity of supply chain and ingredients	Not reported
<b>Business Ethics</b>	<b>HC-BP-510a.1</b>	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Cytokinetics has never incurred losses as a result of bribery or corruption legal proceedings
	<b>HC-BP-510a.2</b>	Description of code of ethics governing interactions with health care professionals	For details, see <b>Ethics and integrity</b>
<b>Activity Metrics</b>	<b>HC-BP-000.A</b>	Number of patients treated	All products are in the investigational stage.
	<b>HC-BP-000.B</b>	Number of drugs in portfolio and research and development (Phase 1-3)	Visit <a href="https://www.cytokinetics.com/pipeline">cytokinetics.com/pipeline</a> for the latest review of therapies in development

## Forward-Looking Statements

This report contains forward-looking statements for purposes of the Private Securities Litigation Reform Act of 1995 (the "Act"). Cytokinetics disclaims any intent or obligation to update these forward-looking statements and claims the protection of the Act's Safe Harbor for forward-looking statements. Examples of such statements include, but are not limited to, statements, expressed or implied, relating to Cytokinetics' ability to obtain regulatory approval for any of its drug candidates in any indication or its research and development activities, Cytokinetics' ability to ensure or improve access to treatment using any of its drug candidates, or Cytokinetics' ability to reduce its greenhouse gas emissions. Such statements are based on management's current expectations, but actual results may differ materially due to various risks and uncertainties, including, but not limited to the risks related to Cytokinetics' business outlined in Cytokinetics' filings with the Securities and Exchange Commission. Forward-looking statements are not guarantees of future performance, and Cytokinetics' actual results of operations, financial condition and liquidity, and the development of the industry in which it operates, may differ materially from the forward-looking statements contained in this report. Any forward-looking statements that Cytokinetics makes in this report speak only as of the date of this report. Cytokinetics assumes no obligation to update its forward-looking statements whether as a result of new information, future events or otherwise, after the date of this report.

CYTOKINETICS® and the CYTOKINETICS C-shaped logo are registered trademarks of Cytokinetics in the U.S. and certain other countries.



**Cytokinetics, Inc.**  
350 Oyster Point Blvd  
South San Francisco, CA 94080  
(650) 624-3000

[investor@cytokinetics.com](mailto:investor@cytokinetics.com)

Follow @cytokinetics



[cytokinetics.com](https://cytokinetics.com)