FORWARD WITH PURPOSE

Cytokinetics®

2024 CORPORATE RESPONSIBILITY REPORT

CONTENTS

our mission

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

About this report: In our third annual Corporate Responsibility Report, we share information on progress and continuing activities related to corporate responsibility and highlight advancements of 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, 2024 to December 31, 2024. 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.

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2024 CORPORATE RESPONSIBILITY REPORT

A MESSAGE FROM OUR CEO

2024 represented a year of great momentum and progress for Cytokinetics as we prepared for the potential approval and launch of our first medicine, *aficamten*, a cardiac myosin inhibitor for the treatment of obstructive hypertrophic cardiomyopathy (HCM), advanced our specialty cardiology pipeline and continued to mature our Corporate Responsibility Program. As we reflect on our company's remarkable growth and transformation in recent years, we celebrate our progress and achievements while turning our focus to the future. With the introduction of Vision 2030, featured **on page 5**, we outline the next phase of strategic objectives that will propel our mission forward, ensuring we continue to advance with purpose and impact.

Much of the progress made in 2024 was driven by our regulatory activities and commercial launch preparations for *aficamten*. We submitted regulatory filings in the U.S., Europe and China, all of which were accepted and are now under review. To prepare for the potential commercialization of *aficamten,* we continued strengthening and expanding our supply chain and manufacturing partnerships, as well as laying the groundwork to hire a salesforce and refining our go-to-market strategies in the U.S. and Europe. The diligent work that went into our commercial and regulatory activities has set us up to continue expanding our global presence as a muscle-focused specialty biopharmaceutical company. In addition, we continue to advance our specialty cardiovascular pipeline with clinical trials underway for *omecamtiv mecarbil,* for the potential treatment of heart failure with severely reduced ejection fraction, and CK-586, for the potential treatment of heart failure with preserved ejection fraction.

At Cytokinetics, we believe that progress isn't just about growth—it's about moving forward with purpose. Our success is equally measured by the positive impact we create for our employees, patients, communities, shareholders and the planet. As such, our commitment to corporate responsibility remained steadfast, guided by value-based decision making with intention to prioritize long-term beneficial outcomes for all stakeholders.

This past year, we have taken meaningful steps to integrate sustainability, equity and ethical leadership into every facet of our operations. I am proud of the way Cytokinetics effectively translates our values into a vibrant company culture, one of curiosity, compassion and collaboration that serves as the connective tissue of our scientific and commercial endeavors.

We are pleased to share highlights of the progress we've made toward our corporate responsibility objectives and goals in the 2024 Corporate Responsibility Report. Key accomplishments include:

1. **Keep patients at the center of our work:** We hosted our first Patient Day, *Polaris 2024: HCM in Focus,* to further advance and deepen our commitment to serving patients; we introduced an HCM Advisory Panel, for newly diagnosed individuals; and we partnered with the Preventive Cardiovascular Nurses Association on a member education campaign to promote the role nurses play with patients in managing cardiovascular disease.
2. **Advance a high-integrity, diverse and inclusive culture:** In 2024, we continued recruiting, hiring, training and empowering employees with a lens toward inclusivity and leadership. We enhanced our learning development hub with new offerings and rolled out a company-wide inclusion and belonging training to strengthen our workplace culture.
3. **Support sustainable communities:** Through the proactive initiatives of our Sustainability Committee, we partnered with a lab recycling service to responsibly recycle lab waste, while making significant progress in reducing energy consumption and minimizing waste across our facilities. Additionally, we formalized and launched our Corporate Giving Program, which provided funding to 26 organizations across three focus areas.

As we carry this momentum into a pivotal year for Cytokinetics, we will continue to thoughtfully and strategically advance our corporate responsibility initiatives because moving forward isn't just about where we are going but how we get there. I look forward to keeping you abreast of our progress as we make strides toward becoming the leading muscle-focused biopharmaceutical company committed to improving patients' lives through global access to innovative medicines.

Thank you for your continued support.

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

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2024 CORPORATE RESPONSIBILITY REPORT

at-a-glance

$18.5M
REVENUE IN 2024

$339M
R&D INVESTMENT IN 2024

500+
EMPLOYEES

150+
PUBLICATIONS

6
CLINICAL TRIAL PROGRAMS

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.

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 150 publications, over 100 clinical trials and numerous issued patents.

Cytokinetics' Vision 2030 outlines five-year strategic objectives to propel our mission.

VISION2030

Empowering Muscle, Empowering Lives

To be the leading muscle-focused specialty biopharma company intent on meaningfully improving the lives of patients through global access to our innovative medicines

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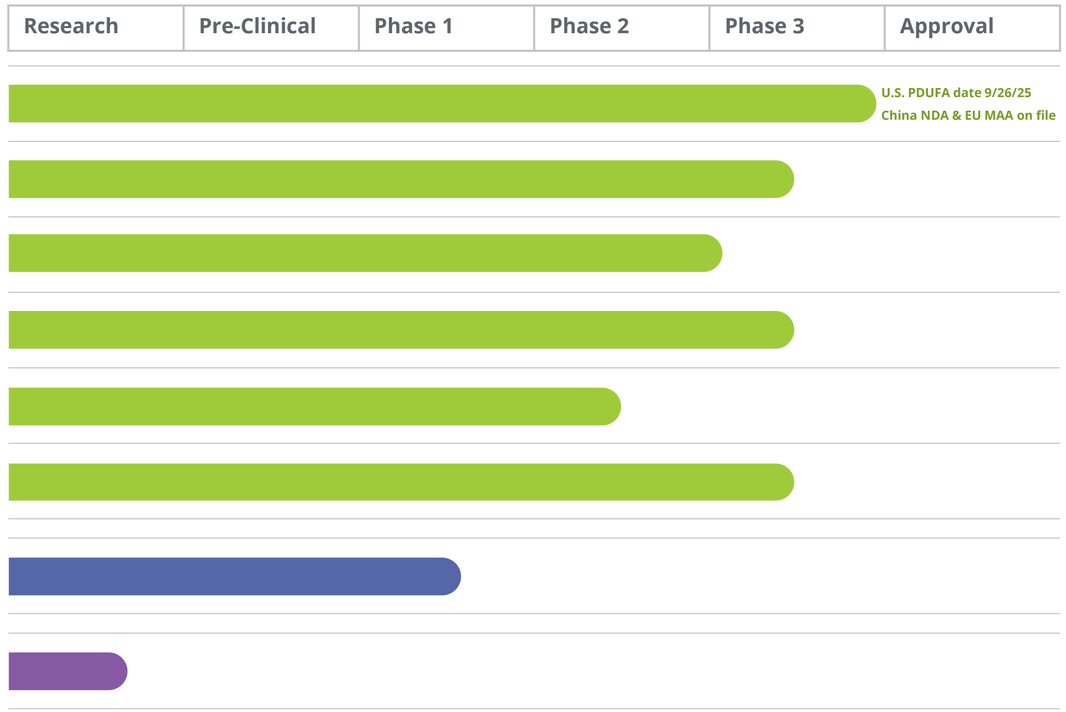
Our Areas of Focus

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 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 has six clinical-stage programs and ongoing research in muscle function, contractility, energetics and metabolism.

Protein Target	Therapeutic Area	Drug Candidate
Myosin-Targeted Therapy	oHCM	*Aficamten*
	oHCM (Monotherapy*)	*Aficamten*
	Pediatric oHCM	*Aficamten*
	nHCM	*Aficamten*
	HFpEF	*CK-586*
	HFrEF	*Omecamtiv Mecarbil*
Troponin-Targeted Therapy	Muscular Dystrophy, other	*CK-089*
Other Biology	Muscle Biology Directed	*Research*



OUR PIPELINE

**Pending results from MAPLE-HCM, an ongoing Phase 3 clinical trial evaluating for the potential superiority of aficamten as monotherapy compared to metoprolol as monotherapy in patients with obstructive HCM.*
All drug candidates above are investigational products and are not approved as safe or effective for any indication.

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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

Inaugural Patient Day: Polaris

The inaugural *Polaris: HCM In Focus* patient day event was held on December 5, 2024. Attendees including patient and caregiver advisors and Patient Advocacy Organization leaders joined with Cytokinetics employees for a day of fellowship, learning and collaboration.

Polaris, the astronomical name for the North Star, was selected as the title of the event to represent Cytokinetics' core value: *Patients are our North Star*. Similar to the North Star, which is comprised of three lights that create a single point of illumination, the event brought together Cytokinetics employees, patient community members and advocacy organization leaders to convene around topics of importance to collaborate for a brighter future for the HCM community.

> "It was empowering to witness Cytokinetics employees actively elevating the voices of HCM patients and advocacy organizations."
>
> **EVENT PARTICIPANT**

Clockwise from top right: Cytokinetics' ambassadors welcome invitees; patients and association members provide feedback on HCM campaign materials; participants meet and share ideas during a welcome reception and between workshop sessions.

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Science is in Our Soul Day: cultivating cooperation

For the second year, the company celebrated *Science is in Our Soul Day* to showcase how all departments and functions across Cytokinetics apply an analytical and scientific approach to all that we do, inside and outside the labs.

Science is in Our Soul Day included in-person and virtual poster sessions elucidating projects spanning scientific publication planning, patient centricity, grants and corporate giving. A mobile-friendly, digital program with an interactive map of poster locations throughout the office guided employees to discover the important work showcased by their colleagues. The event's enthusiastic reception and year-over-year growth reflects our expanding capabilities and collective dedication to science in all areas of the company.

30
POSTERS PRESENTED IN 2022

76
POSTERS PRESENTED IN 2023

92
POSTERS PRESENTED IN 2024

"It is very exciting to reflect on and share our own area of research, and to see across functions, because we are going to learn a lot about what other people are doing and how we can work together."

PAULOS GEBREHIWET, PHD, MS
SENIOR MANAGER, HEALTH ECONOMICS & OUTCOMES RESEARCH

"Now if you see a colleague in the hallway, you can start up a conversation on the work that they are doing. It may even prompt ways of working more collaboratively in the future."

GOVINI MANI, PHD
ASSOCIATE DIRECTOR, SCIENTIFIC COMMUNICATIONS

Corporate Responsibility Governance and Accountability

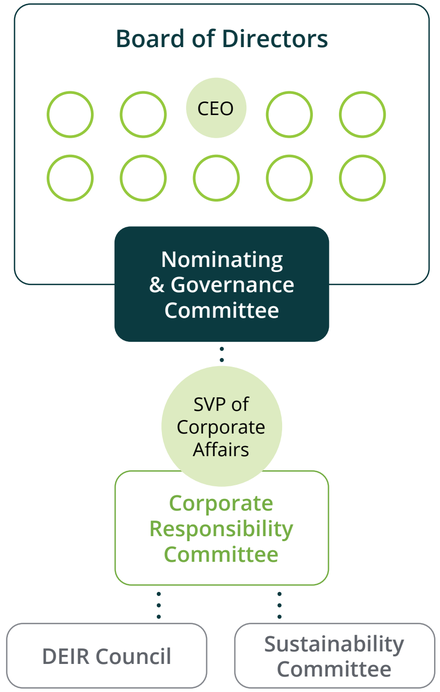
We have proudly built a corporate responsibility (CR) governance structure that formalizes our commitment to a sustainably run business. Our Board of Directors provides strategic oversight of our CR program and environmental, social and governance (ESG) matters through the Nominating and Governance Committee.

"As we prepare to commercialize our first potential medicine and introduce Cytokinetics to the physician community, we take great pride in embedding corporate responsibility into every aspect of our work."

ANDREW CALLOS
EXECUTIVE VICE PRESIDENT, CHIEF COMMERCIAL OFFICER

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 and Clinical; Facilities; Commercial; Compliance; Patient Advocacy; Chemistry, Manufacturing and Controls (CMC) and Supply Chain; Regulatory; and Research and Development (R&D). The CR Committee provides regular updates to the CEO and Board about our progress towards our corporate responsibility goals and overall strategy.

To inform our corporate responsibility planning and 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 APPROACH TO CORPORATE RESPONSIBILITY

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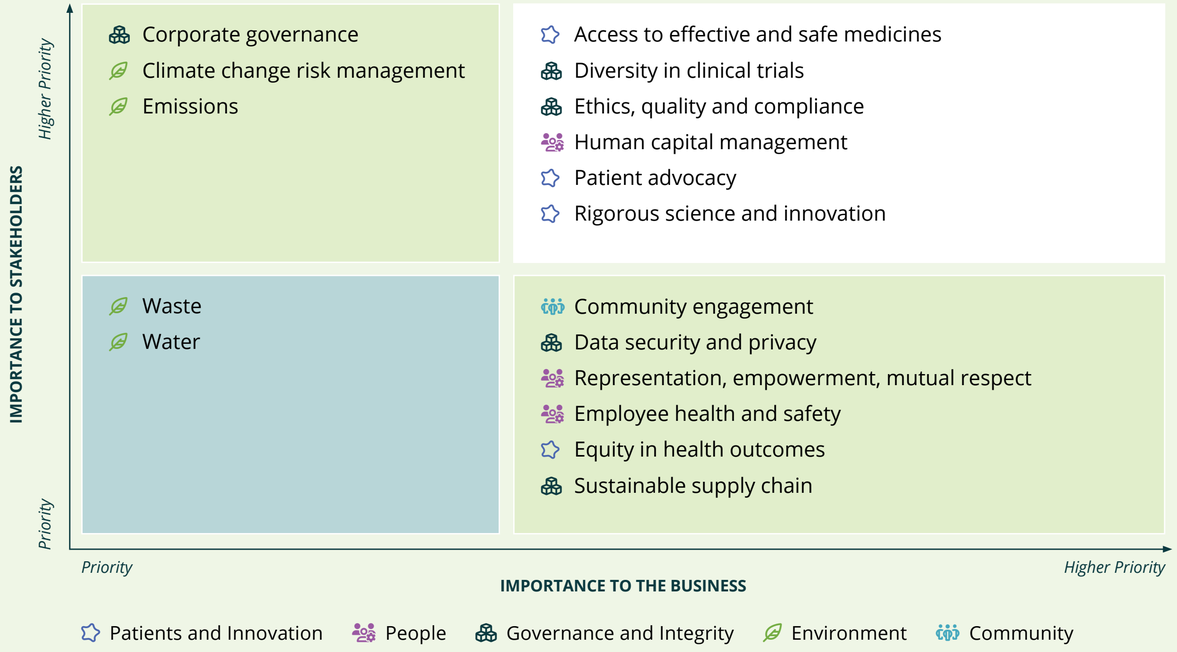
Materiality Assessment

We conducted our inaugural materiality assessment in 2022 to prioritize the CR and ESG topics most important to our business and stakeholders. This assessment included industry benchmarking and review of best practices, interviews with 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 a materiality matrix, which represents the ESG topics that have the greatest impact on our business and that matter most to our stakeholders.

In 2024, we revisited our materiality matrix with our CR Committee to ensure the CR and ESG topics that we identified previously remain relevant, particularly as we approach potential commercialization of our first medicine in 2025. As a result, we reprioritized and recharacterized key topics, as reflected in our updated materiality matrix. As our business matures, we will continue to refine our materiality assessment periodically to keep pace with emerging issues important to our industry and stakeholders.

Cytokinetics Materiality Matrix

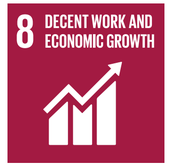


Alignment with the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are seventeen global objectives aimed at addressing challenges such as poverty, health and climate change. Cytokinetics contributes to advancing the goals described below by driving social impact through innovation, adopting sustainable practices, promoting equity, collaborating with stakeholders and ensuring transparency. Below are some of the ways we are working toward the goals most relevant to our business.

- Improving health outcomes is at the heart of Cytokinetics' mission, propelling our research and innovation to address unmet needs
- Our patient-centric approach of listening to and learning from those living with debilitating diseases guides us in developing potential treatments
- Our wellness focus for employees and associated benefits support their health and well being

- Our diversity, equity, inclusion and respect initiatives, corporate policies and company culture empower women as leaders in the organization and ensure equitable compensation
- Cytokinetics supports science education and career opportunities for young people from underrepresented groups including the advancement of women in science



- For more than 25 years, Cytokinetics has grown steadily, supporting career development and tenure with a strong reputation as a great place to work
- Cytokinetics' financial stewardship over decades contributes to the economic development and vitality of communities in which we operate

- In our offices and labs, we seek ways to minimize and eliminate waste and resource consumption by examining and optimizing materials and processes
- Our clinical and commercial supply chain is built on strategic partnerships with vendors who share our values for sustainability and responsibility

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.

We review and assess our goals regularly to ensure we focus our activities and allocate resources towards initiatives that support the creation of long-term value and positive impact for our stakeholders. Highlights of our progress in 2024 are listed below.

Keep Patients at the Center of Our Work

Goals	2024 Progress
Continually embed patient centricity across all stages of our business	• Created new HCM Advisory Panel and engaged 30+ patient advocacy organizations across our two disease areas • Launched "A Life in a Day" immersive 24-hour HCM disease simulation to further foster patient centricity mindset
Maintain strong investment in innovative R&D programs rooted in unmet need and high scientific integrity	• Reinvested $339M into our R&D activities (GAAP) • Continued to advance six ongoing clinical stage programs • Generated 37 new research publications • Expanded *aficamten* research with the start of CEDAR-HCM and the Phase 1 study in Japanese and Caucasian participants • Started AMBER-HFpEF, a Phase 2 clinical trial of CK-586 • Launched COMET-HF, a confirmatory Phase 3 trial of *omecamtiv mecarbil*
Pursue equitable access and affordability of our medicines	• Partnered with the National Urban League to promote health equity and holistic care • Partnered with the Preventive Cardiovascular Nurses Association to promote the role of nurses as leaders in cardiovascular disease prevention and management • Implemented representative enrollment plan for CEDAR-HCM • Designed patient affordability and assistance programs in preparation for launch of *aficamten*

Advance a High-Integrity, Diverse & Inclusive Culture

Goals	2024 Progress
Continue to embed integrity, ethics and compliance across all business operations	• Trained 100% of employees on our Code of Ethics and Business Conduct • Published new policies and guidelines for key areas of privacy and business coduct • Expanded introductory compliance orientation for all new hires, and launched compliance-specific and commercial training with new learning management system
Encourage diverse representation for women and underrepresented groups in leadership and across the company	• Maintained 39% women in senior leadership (VP and above) • Maintained 46% women and 44% people of color at the Director level • Launched mentorship program with two pilot cohorts
Foster a values-driven culture that is safe, merit-based, diverse, equitable and inclusive	• Achieved 8.0 engagement score in 2024 employee engagement survey with 98% participation rate • Achieved 8.4 diversity and inclusion score in 2024 employee engagement survey • Expanded DEIR training with new mandatory Inclusion & Belonging module for all employees

* Cytokinetics does not set targets or quotas in our hiring process or talent management

Support Sustainable Communities

Goals	2024 Progress
Provide transparent reporting on environmental footprint and climate risk	• Reported Scopes 1 and 2 GHG emissions and impact • Decreased natural gas consumption by 43% compared to 2023
Actively manage environmental impact as we grow our operations	• Launched company-wide waste reduction initiative leading to a 3% reduction in overall waste • Established partnership with Polycarbin to recycle lab waste, diverting 65 kg of waste from landfill in just two months • Developed a Supplier Code of Conduct
Champion stronger communities where we live and work through volunteerism and giving	• Contributed $2.9 million in corporate donations and grants • Launched new Corporate Giving Program, supporting 26 non-profit organizations, focused on science education, access to healthcare for cardiovascular disease and local at-risk communities • Supported more than 170 employees volunteering approximately 450 hours

2024 HIGHLIGHTS

$1B

SECURED ACCESS TO MORE THAN $1 BILLION IN CAPITAL WHICH WILL HELP US PREPARE FOR THE POTENTIAL LAUNCH OF *AFICAMTEN* IN THE U.S., ADVANCE OUR PIPELINE AND INVEST IN OUR MUSCLE BIOLOGY PLATFORM

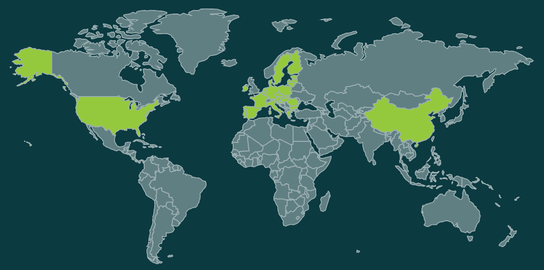
Presented positive results from SEQUOIA-HCM (**S**afety, **E**fficacy, and **Q**uantitative **U**nderstanding of **O**bstruction **I**mpact of ***A**ficamten* in **HCM**) which were published in *The New England Journal of Medicine*

HOSTED *POLARIS: HCM IN FOCUS*, OUR FIRST PATIENT DAY WITH 50+ INSIGHTS GENERATED ACROSS 13 SESSIONS

SCALED COMMERCIAL CAPABILITIES IN PREPARATION FOR THE POTENTIAL LAUNCH OF *AFICAMTEN* IN THE U.S. AND EUROPE

The New Drug Application (NDA) for *aficamten,* a next-in-class cardiac myosin inhibitor, for the treatment of obstructive hypertrophic cardiomyopathy, was accepted by the U.S. Food & Drug Administration (FDA)

The Marketing Authorization Application (MAA) for *aficamten*, for the treatment of obstructive HCM, was validated by the European Medicines Agency (EMA)



The Center for Drug Evaluation (CDE) of the China National Medical Products Administration (NMPA) accepted the NDA for *aficamten* for the treatment of obstructive HCM, granting priority review

Initiated CEDAR-HCM (**C**linical **E**valuation of **D**osing with ***A**ficamten* to **R**educe Obstruction in a Pediatric Population in **HCM**), a clinical trial of *aficamten* in a pediatric population with symptomatic obstructive HCM

BOLSTERED OUR MANAGEMENT TEAM WITH ACCOMPLISHED INDUSTRY VETERANS

Certified as "Great Place to Work" for a third consecutive year

Recognized by the San Francisco Business Times as a "Best Place to Work in the Bay Area" for the fourth consecutive year

Initiated COMET-HF (**C**onfirmation of ***O**mecamtiv **M**ecarbil* **E**fficacy **T**rial in **H**eart **F**ailure), a confirmatory Phase 3 clinical trial of *omecamtiv mecarbil* in heart failure with severely reduced ejection fraction

Cited by Fortune magazine as a "Best Workplace in BioPharma" and "Best Workplace in the Bay Area" for a third consecutive year

Initiated AMBER-HFpEF (**A**ssessment of CK-586 in a **M**ulti-Center, **B**linded **E**valuation of Safety and Tolerability **R**esults in **HFpEF**), a Phase 2 clinical trial of CK-586 in heart failure with preserved ejection fraction

Established partnership with Polycarbin for recycling of laboratory plastics

RENEWED OUR NEUROMUSCULAR RESEARCH THROUGH THE INITIATION OF A PHASE 1 CLINICAL STUDY OF CK-089, A FAST SKELETAL MUSCLE TROPONIN ACTIVATOR WITH POTENTIAL THERAPEUTIC APPLICATION TO A SPECIFIC TYPE OF MUSCULAR DYSTROPHY AND OTHER CONDITIONS OF IMPAIRED MUSCLE FUNCTION

KEEPING PATIENTS AT THE CENTER OF OUR WORK

Members of the Patient and Caregiver Advisory Councils and clinical trial steering committees share ideas at *Polaris: HCM in Focus* Patient Day in December 2024

Cytokinetics takes a pioneering approach to research and development prioritizing the needs and experiences of patients to ensure that their voices guide our decisions.

Through systematic patient engagement, we gain invaluable insights into what matters most to those we serve, helping us design clinical trials and develop potential therapies that address real-world challenges. As we advance toward commercialization, we remain committed to creating patient support programs and educational resources that empower individuals and improve access to care. By integrating patient perspectives into every stage of our process, we aim to deliver innovative therapies that improve quality of life and meet the diverse needs of patients, caregivers and healthcare providers.

IN THIS SECTION

- Research and Development
- Clinical Trials
- Preparing for Commercialization
- Product Quality and Safety
- Patient Centricity

Advancing a Specialty Cardiovascular Development Pipeline

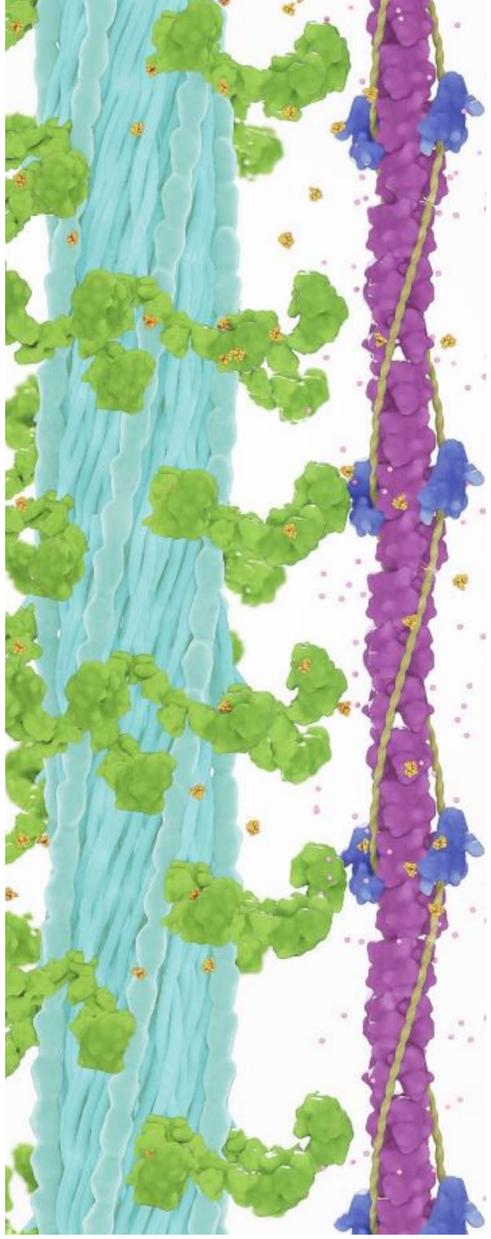
Our innovation is rooted in a deep understanding of muscle biology, which enables us to develop potential therapies targeting muscle contractility, performance and fatigue. By focusing on the mechanism of muscle dysfunction at a molecular level, we are advancing treatments that address unmet medical needs in cardiovascular diseases.

Our research and development strategy integrates cutting-edge science with patient-centric principles. We employ advanced technologies to design small molecule therapeutics that modulate muscle proteins. This approach has led to the development of investigational drugs for conditions like hypertrophic cardiomyopathy (HCM) and heart failure.

Collaboration is a cornerstone of our innovation. Cytokinetics partners with academic institutions, biotechnology companies and patient advocacy groups to accelerate discovery and ensure our therapies align with patient needs. Through our Patient and Caregiver Advisory Councils, we gain invaluable insights into disease impact and treatment priorities, shaping our clinical trial designs and endpoints.

Our commitment to innovation extends into every phase of development. We employ adaptive trial designs, leverage real-world evidence and develop validated patient-reported outcome measures (PROMs) to evaluate how our therapies improve patients' lives. Transparency and data-driven decision-making guide our pipeline, ensuring efficient resource allocation and maximum therapeutic potential.

Cytokinetics' R&D approach exemplifies how scientific rigor and patient focus can drive meaningful progress. By addressing the root causes of muscle dysfunction and collaborating across disciplines, we are redefining possibilities in muscle biology and advancing therapies with the potential to transform lives.



The Sarcomere: the fundamental unit of muscle contractility

The principal functionality of muscle is rooted in its ability to contract and relax. The foundation for muscle contraction is the sarcomere, found in all muscle cells. Sarcomeres contain a motor protein called myosin, which powers the muscle to contract by "grabbing" onto another protein called actin and "flexing." When the myosin releases the actin, the muscle relaxes. This process is regulated by another protein called troponin.

Sarcomere malfunctions that cause decreased or increased contractility of the muscle play a central role in diseases like heart failure with reduced ejection fraction and HCM, respectively. Therapies with the potential to modulate sarcomere function may improve the lives of patients suffering from these diseases.

Cytokinetics' research is focused to modulating proteins in the sarcomere, the fundamental unit of muscle contraction found within muscle cells. These crucial proteins are the keys to unlocking the potential treatment of diseases that are caused by impaired muscle function.

INNOVATIVE RESEARCH AND DEVELOPMENT

Aficamten

Aficamten is an investigational, selective cardiac myosin inhibitor designed to suppress myocardial hypercontractility associated with HCM by reducing active actin-myosin cross-bridges.

SEQUOIA HCM

Evaluated in the Phase 3 SEQUOIA-HCM (**S**afety, **E**fficacy, and **Q**uantitative **U**nderstanding of **O**bstruction **I**mpact of ***A****ficamten* in **HCM**) clinical trial, treatment with *aficamten* demonstrated efficacy in improving symptoms and exercise capacity in obstructive HCM.

WHAT IS HCM?

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. An estimated 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.

EARTH-HCM (**E**pidemiology, **A**wareness, **R**eal-world **T**reatment and **H**ealth Outcomes in **HCM**) is an open access, public health education tool developed by Cytokinetics in collaboration with experts from leading research institutions. The interactive online model uses real-world data to visualize the geographical distribution of HCM in the U.S., offering an innovative, user-friendly way for a wide audience of patients, clinicians, pharmacists, researchers, policy decision-makers and patient advocacy groups to learn about HCM.

EARTH HCM

> "EARTH-HCM aims to advance research, uncover knowledge gaps and investigate disparities in care, ultimately promoting more equitable access, not just for our company, but for the entire HCM community"
>
> **SANATAN SHREAY, PH.D.**
> **EXECUTIVE DIRECTOR, HEAD OF HEALTH ECONOMICS AND OUTCOMES RESEARCH**

MAPLE-HCM (***M****etoprolol* vs ***A****ficamten* in **P**atients with **L**VOT Obstruction on **E**xercise Capacity in **HCM**) is a Phase 3 clinical trial comparing *aficamten* as monotherapy to *metoprolol* as monotherapy, a commonly prescribed beta blocker, in approximately 170 patients with symptomatic obstructive hypertrophic cardiomyopathy (HCM). Over 24 weeks, the study is evaluating changes in exercise capacity, symptoms and heart structure. Upon completion, patients may join an open-label study, FOREST-HCM. Enrollment opened in 2023, and study results are expected in the second quarter of 2025.

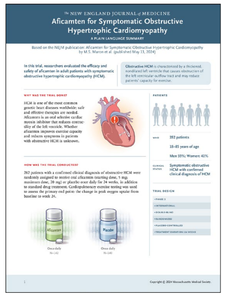
MAPLE HCM

Publishing our research

Cytokinetics scientists are committed to high scientific and ethical publications standards and to providing our science to the medical and scientific community through peer-reviewed journals and medical forums.

In 2024, Cytokinetics championed 37 manuscripts and 54 congress presentations. Most notably, the results from SEQUOIA-HCM resulted in 8 publications, contributing to a growing evidence base for a potential launch and to help educate physicians about HCM by supporting independent Continuing Medical Education (CME). In addition, we began publishing Plain Language Summaries (PLS) of our trials, written in clear, non-technical language to explain trial designs and outcomes for participants and stakeholders.

View publications at **cytokinetics.com/publications**



Plain language summary of "*Aficamten* for Symptomatic Obstructive Hypertrophic Cardiomyopathy" published in *The New England Journal of Medicine*

Omecamtiv mecarbil

Omecamtiv mecarbil is an investigational, selective, small molecule cardiac myosin activator, the first of a novel class of myotropes designed to directly target the contractile mechanisms of the heart, binding to and recruiting more cardiac myosin heads to interact with actin during systole. In doing so, *omecamtiv mecarbil* augments the impaired contractility that is associated with heart failure with reduced ejection fraction (HFrEF).

GALACTIC-HF

Omecamtiv mecarbil was the subject of a positive Phase 3 clinical trial, GALACTIC-HF (**G**lobal **A**pproach to **L**owering **A**dverse **C**ardiac Outcomes **T**hrough **I**mproving **C**ontractility in **H**eart **F**ailure), in patients with HFrEF. The magnitude of the treatment effect in a pre-specified subgroup of more than 4,500 patients with heart failure with severely reduced ejection fraction (<30%) was observed to be greater than in the overall drug treated population of GALACTIC-HF.

WHAT IS HFrEF?

Heart Failure with Severely Reduced Ejection Fraction

Heart failure is a grievous condition that affects more than 64 million people worldwide[1] about half of whom have reduced left ventricular function.[2,3] It is the leading cause of hospitalization and readmission in people age 65 and older.[4,5] By 2029 is it estimated that 2.8 million people in the U.S. will have heart failure with severely reduced ejection fraction[6], characterized as heart failure with reduced ejection fraction (HFrEF) <30%, and 840,000 people will have severely reduced ejection fraction with other features indicative of high risk heart failure.[7] Patients with high risk heart failure with severely reduced ejection fraction account for approximately 60% of all HFrEF hospitalizations, with 35% of patients re-hospitalized within a year.[8,9]

COMET-HF

Building on the results of GALACTIC-HF, Cytokinetics has initiated COMET-HF (**C**onfirmation of ***O****mecamtiv* ***M****ecarbil* **E**fficacy **T**rial in **H**eart **F**ailure), a confirmatory Phase 3 trial to assess the efficacy and safety of *omecamtiv mecarbil* in patients with symptomatic heart failure with severely reduced ejection fraction. COMET-HF is being conducted in collaboration with Duke Clinical Research Institute (DCRI) and is enrolling 1,800 patients to evaluate *omecamtiv mecarbil's* impact on extending time to cardiovascular death, heart failure events or advanced interventions such as left ventricular assist device (LVAD) implantation or cardiac transplantation. Participants will receive *omecamtiv mecarbil* or placebo until 850 key events occur. Enrollment began in December 2024.

"These patients are at high risk of heart failure hospitalization and death despite existing therapies, highlighting the critical need for new treatments. Through our work with Cytokinetics, we expect to leverage our decades of expertise in conducting cardiovascular clinical trials and advance our shared commitment to innovation in service of patients."

MICHAEL FELKER, M.D., M.H.S.
PROFESSOR OF MEDICINE AND CARDIOVASCULAR RESEARCH THERAPEUTIC AREA LEAD
DUKE CLINICAL RESEARCH INSTITUTE

CK-586

This investigational, novel, selective, oral, small molecule cardiac myosin inhibitor is designed to reduce the hypercontractility associated with heart failure with preserved ejection fraction (HFpEF).

In preclinical models, treatment with CK-586 resulted in a decrease in the number of active myosin cross-bridges during cardiac contraction thereby reducing the contractile force. In engineered human HCM heart tissues, treatment with CK-586 demonstrated shallow force-concentration response and improved lusitropy (heart muscle relaxation during diastole, the phase of the cardiac cycle when the heart refills with blood after contraction). Data from the Phase 1 study supported the advancement of CK-586 to a Phase 2 clinical trial.

WHAT IS HFpEF?

Heart Failure with Preserved Ejection Fraction

HFpEF is a condition where the heart pumps normally but struggles to relax and fill properly, leading to symptoms like shortness of breath, fatigue and swelling in the legs. Unlike other types of heart failure, the heart's pumping ability, measured by ejection fraction, remains normal (≥50%). HFpEF is common in older adults and often linked to conditions like high blood pressure, obesity and diabetes. The stiffened heart muscle cannot relax well, causing increased pressure and fluid buildup. Diagnosis involves tests like echocardiograms and blood biomarkers (e.g., NT-proBNP). Despite the availability of therapies, patient symptoms are not currently well managed.

AMBER HFpEF

AMBER-HFpEF (**A**ssessment of CK-586 in a **M**ulti-Center, **B**linded **E**valuation of Safety and Tolerability **R**esults in **HFpEF**) is a Phase 2 randomized, placebo-controlled, double-blind, multi-center, dose-finding clinical trial of CK-586 in patients with symptomatic HFpEF with left ventricular ejection fraction (LVEF) ≥60%. This clinical trial will evaluate the safety and tolerability of CK-586, as well as its effects on heart function and biomarkers such as elevated levels of NT-proBNP, a biomarker of ventricular wall stress. CK-586 is being studied for patients with hypercontractility and thickened heart walls, similar to those with HCM. The trial began in early 2025 and builds upon the encouraging results from pre-clinical research and the Phase 1 study.

A comprehensive approach to heart failure

Cytokinetics' approach to advancing a specialty cardiovascular development pipeline leverages our decades-long expertise in the mechanics of cardiac muscle function to address heart failure and related diseases in a comprehensive manner. This snapshot of our recent, ongoing and planned clinical trials demonstrates this commitment.

SEQUOIA HCM — Pivotal Phase 3 clinical trial of *aficamten* in patients with oHCM **Results announced December 2023**

MAPLE HCM — Pivotal Phase 3 clinical trial of *aficamten* as monotherapy vs. *metoprolol* in oHCM

ACACIA HCM — Pivotal Phase 3 clinical trial of *aficamten* in nHCM

CEDAR HCM — Clinical trial of *aficamten* in a pediatric population with oHCM

FOREST HCM — Open-label extension clinical study of *aficamten* in HCM

COMET-HF — Phase 3 clinical trial of *omecamtiv mecarbil* in patients with symptomatic HF with severely reduced ejection fraction

AMBER HFpEF — Phase 2 clinical trial evaluating CK-586 in patients with HFpEF

Aligned with the FDA guidance on Diversity Plans to Improve Enrollment of Participants from Underrepresented Racial and Ethnic Populations in Clinical Trials,* we approach inclusion comprehensively, not only in terms of patient participation but also in investigator involvement. We recognize that a more representative participant pool may reduce bias, strengthen study results and increase confidence that a treatment may work across different demographics. As such, we proactively seek to include patients from diverse populations across a range of genders, ethnicities, socioeconomic status and backgrounds. Our recruitment approach for ongoing Phase 3 clinical trials of *aficamten* includes a formal diversity plan with the goal of achieving an ambitious enrollment of up to 15% of underrepresented patients in these trials.

The Steering Committees of the ACACIA-HCM and MAPLE-HCM clinical trials now include members from the HCM patient community and academic leaders representing a broad cross-section of racial backgrounds, ethnicities and genders.

We are partnering with the Association of Black Cardiologists on a mentorship program for emerging leaders in medicine and clinical research.

We are collaborating with advocacy partners on initiatives such as "ENACT: Empower, Navigate, Activate for Clinical Trials" with The Mended Hearts, Inc. and WomenHeart.

We are expanding our activities globally, to attract patients of multiple ethnicities from locales including Hawaii, China, Europe, Israel and South America.

Partnership spotlight: PCNA Diversity in Clinical Trials Initiative

Cytokinetics is partnering with the Preventive Cardiovascular Nurses Association (PCNA), whose mission is to promote the role of nurses as leaders in cardiovascular disease prevention and management. We provided funding and support for a member education campaign which highlights the underrepresentation of minority populations in clinical trials. Nurses play a crucial role in building trust with patients, which is vital when it comes to clinical trial participation. A key element of clinical trial participation is empowering patients to make informed decisions about participating in clinical trials, particularly those from underrepresented communities where there is historically a lack of trust. PCNA is also partnering with the Association of Black Cardiologists and the National Black Nurses Association to ensure that diversity is front and center in these conversations.

Campaign materials will include video interviews, a podcast miniseries and a digital patient education resource distributed to PCNA members via social media, e-newsletter, blog posts and the association website.

12,000
PCNA MEMBERS

10,000
E-NEWSLETTER SUBSCRIBERS

200
AVERAGE NUMBER OF PCNA PODCAST DOWNLOADS

CLINICAL TRIALS

* Guidance published 6/29/2024; Guidance moved from FDA website on 1/25/2025.

Conducting clinical trials ethically and with integrity

Maintaining ethical conduct in our clinical trials is a core commitment, guided and overseen by our Chief Medical Officer and Senior Vice President of Development Operations. We adhere to policies aligned with international standards, including the International Council for Harmonisation (ICH), Good Clinical Practice (GCP) guidelines and regional regulations, ensuring trials are conducted responsibly and transparently.

Compliance with GCP and other Good Practice (GxP) standards protects participants' rights, safety and well-being while ensuring reliable clinical trial data. Institutional Review Boards (IRBs) and independent Ethics Committees oversee trial ethics, with authority to approve, modify or terminate studies at affiliated institutions. Crucial documents like informed consent forms and protocols undergo rigorous review by IRBs, Ethics Committees and health authorities.

> "Our clinical development program has matured in recent years, as we iteratively improve our processes, while staying anchored in the core value 'Patients are our North Star.' Our commitment to inclusion starts at the top."

KIMBERLY ERBY
DIRECTOR, CLINICAL OPERATIONS

We prioritize patient safety through data reviews by internal monitors and specialized committees, such as Drug Safety Committees for Phase 1 studies, and for larger studies, independent Data Monitoring Committees, which periodically evaluate clinical data.

Patient input is vital to trial design and implementation, guiding our work through contributions to Steering Committees for all of our key trials. When feasible, we ensure post-trial access to investigational medicines, including open-label extension (OLE) studies in ongoing Phase 3 trials, to provide continuity of care.

All clinical trials are transparently disclosed in publicly available databases, including **ClinicalTrials.gov**.

Cytokinetics®

2024 CORPORATE RESPONSIBILITY REPORT

Cytokinetics is preparing for the potential approval and launch of *aficamten* with a comprehensive strategy grounded in innovation, patient-centered care and operational excellence.

In 2024, we submitted a New Drug Application (NDA) for *aficamten* to the U.S. FDA and received a Prescription Drug User Fee Act (PDUFA) target action date of September 26, 2025. Applications were also submitted and validated in Europe and China. We are advancing commercial readiness and launch preparations to ensure a successful potential launch of *aficamten*.

Commercial Readiness Activities

Patient Support

We remain focused on building a differentiated, patient-centric support program tailored to the specific needs of HCM patients, their caregivers and clinicians. Our approach is centered on personalized support and meaningful engagement throughout the patient journey. This includes affordability programs designed to support patients and ensure cost is not a barrier to treatment.

Awareness and Education

In anticipation of potential approval, our strategy is focused on expanding awareness of HCM, demonstrating Cytokinetics' human-centered approach to treatment and compliantly educating and communicating our product attributes and points of differentiation to HCPs, health professionals and patients. The objective is to increase demand and utilization of *aficamten* to eligible patients.

Value, Access and Distribution

Our objective is to ensure that all qualified patients have access to *aficamten* with high-touch customer service from our specialty pharmacies, delivering *aficamten* to patients on time with affordable copays. We aim to ensure access and affordability by partnering with payers, communicating the unmet need, and demonstrating the impact of clinical data on patient and health economics outcomes.

Sales

Our sales leadership in the U.S. has built prescriber lists, defined geographic territory boundaries, hired area business managers, identified 700+ potential field sales candidates and prepared sales force training for HCM, *aficamten* and the HCM treatment landscape. As we near the potential approval of *aficamten,* we will commence the hiring of up to 150 sales representatives.

Medical Affairs

Our medical science liaisons will serve as a key connection for providers and for managed healthcare systems to highlight ongoing research and to support independent continuing medical education to enhance patient care.

PREPARING FOR COMMERCIALIZATION

Access to Medicine

Cytokinetics aspires to provide equitable access for all patients regardless of gender, ethnicity or where they may live. 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:

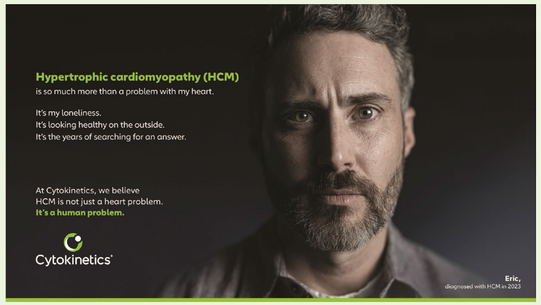
- **Access and Affordability** – Support to help understand and navigate insurance coverage and financial assistance options for eligible patients
- **Education** – Patient and healthcare provider education and resources to help navigate the patient's treatment journey
- **Logistical** – Support to manage 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

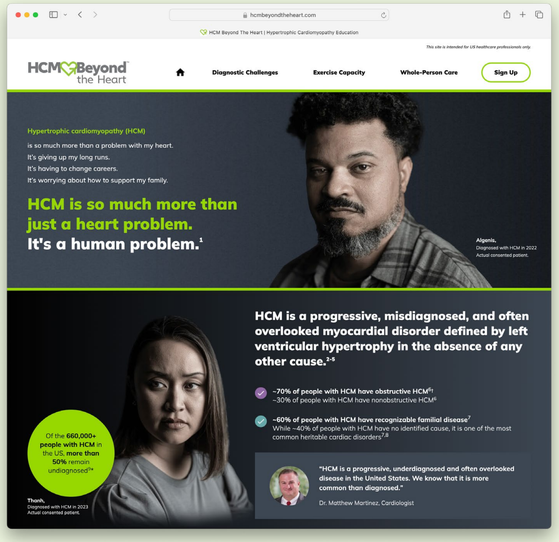
We recognize people living with HCM face many hurdles in managing their condition. As we continue to develop these programs, we are working closely with the HCM community to explore additional support and educational resources for patients and their caregivers.

HCM Beyond the Heart campaign

We were proud to launch a unique market development campaign that highlights the multidimensional challenges of living with HCM, while emphasizing a scientific and humanistic approach to whole-person care. Materials across an array of media feature real people* living with HCM and capture their true emotions and poignant, impactful stories with the aim of demonstrating that they deserve inclusive care that enables them to live life on their terms.

Introduced in October 2024, the initiative initially featured messaging and information for healthcare providers and was followed by patient-focused resources and outreach to the larger cardiovascular community.





The campaign has been rolled out via a seamless digital ecosystem that includes a website for healthcare providers, advertisements in journals and association publications and social media.

* Actual consented patients

Product Quality and Safety

Our robust quality assurance program, overseen by the Senior Vice President of Regulatory and Quality, is a comprehensive framework that integrates training, governance systems, metrics and a steadfast culture of accountability to ensure we deliver safe and efficacious products to patients. The activities of our Quality Team span R&D, clinical trials, supply chain and technical operations.

Quality Management System

Our Quality Management System (QMS) is designed to ensure adherence to international regulations, ICH guidelines and internal standards, as well as assure that our products meet specified identity, strength, purity and safety requirements.

The Cytokinetics Quality Manual is the foundation of our QMS. All employees undergo onboarding and annual training on the quality manual. The quality manual provides guidance on maintaining patient protection and data integrity in clinical trials, clinical and commercial product quality, product safety, compliance and continuous improvement systems and processes.

Our electronic QMS platform includes robust reporting and risk management, supporting a proactive approach to identifying, assessing and controlling deviations with mechanisms for escalating issues to the appropriate level. Our internal audit program includes annual audits for Good Clinical Practice (GCP) and Good Manufacturing Practice (GMP) operations. External partners must also align with our quality requirements, verified through audits and quality agreements. For clinical trials, we employ continual safety and stringent quality monitoring.

Quality is the responsibility of all personnel, with expectations and requirements at all levels from employees and contractors, through senior management. Monthly GCP Compliance Committee meetings, as well as monthly quality forums, facilitate cross-functional discussions on quality issues and ongoing assessment of our QMS. Quarterly Quality Management Review Boards, attended by senior leadership including the CEO and Chief Medical Officer (CMO), provide a platform for continuous evaluation of the effectiveness of our QMS, escalation of potential quality issues, and to ensure appropriate resource allocation. The CEO is accountable for Cytokinetics' overall adherence to the QMS.

2024 QUALITY HIGHLIGHTS

Quality training

This year, we expanded training programs, including required quality systems training for all GxP personnel. Additionally, we introduced extensive inspection readiness training to prepare teams for interactions with inspectors and documentation management. Annual GMP training sessions covered investigations, root cause analysis, and effective corrective actions, providing a deeper understanding of regulatory expectations and quality processes.

Commercial readiness support

The Quality Team played a pivotal role in providing documentation for our New Drug Application and is leading inspection readiness activities. This includes conducting mock inspections to practice protocols for regulatory inspections in preparation for the FDA's review process which closely examines clinical trial conduct, quality management compliance and data integrity.

Quality culture initiatives

Employee engagement and open communication are central to cultivating a company culture that prioritizes quality. In 2024, we launched a Quality Ambassador Program, encouraging cross-functional collaboration for improvements in quality and compliance. Other initiatives include monthly quality forums and our second annual celebration of *World Quality Day*.

World Quality Day, held every November, raises awareness of the importance of quality systems and the professionals who champion them. In 2024, we expanded this event to invite all functions in the company to showcase how quality is integral in the work they do, including Finance, HR, IT, Technical Operations, Clinical Operations and Biometrics. With posters, presentations and socializing, this event contributes to building a strong culture of quality across the organization.

Members of the Quality Team present posters and facilitate interdisciplinary conversations as part of our second annual company-wide *World Quality Day* celebration.

PATIENT CENTRICITY: DEEPLY INGRAINED IN OUR CULTURE

At Cytokinetics, our commitment to the patient community is embedded in every aspect of our work, from how we make decisions across the company, to the design of our office and the recruitment and onboarding of new employees.

Guided by a cross-functional Patient Centricity Steering Committee and our Senior Director of Patient Advocacy & Engagement, we prioritize putting our commitment into action through initiatives, operations and tools that enable employees to apply patient-guided decision making as appropriate to their everyday work while advancing a culture of empathy and compassion for patient and caregiver experiences.

We recognize patients as experts and equal partners in advancing the field as one of the core tenets of what it means to be patient centric. By integrating patient community insights early and often, we align our decisions and actions with what truly matters to them. We achieve this through the ongoing engagement with patient advocacy organizations and attendance at patient community-hosted events; development of patient-focused employee trainings and education; and a company-wide patient day event.

In addition, through our Patient and Caregiver Advisory Councils (PACs), we engage deeply with communities impacted by HCM and heart failure. Their feedback shapes clinical trial designs—reducing burdens through remote visits, fewer tests and logistical support—and helps define meaningful outcomes beyond traditional clinical measures.

Beyond development, we build a patient-centric foundation for future commercial activities, incorporating real-world patient preferences on medication design, administration and packaging. Our advocacy partnerships extend our impact, focusing on elevating patient voices, driving policy advancements and championing access to care and services.

We aspire to set the industry standard in living true to our values, ensuring patients and caregivers remain at the heart of everything we do while continuously striving to improve.

Members of the HCM Patient and Caregiver Advisory Council and HCM Advisory Panel, as well as other patient community guests at *Polaris: HCM in Focus* patient day in December 2024.

A LIFE IN A DAY

In December 2024, Cytokinetics introduced "A Life in a Day," an immersive 24-hour simulation designed to deepen our employees' understanding of the daily lives and challenges faced by people living with hypertrophic cardiomyopathy.

Developed with a UK-based company specializing in these experiences, Cytokinetics partnered to pioneer a unique HCM module, providing resources and feedback and granting non-exclusive license, to benefit the greater HCM community. This bespoke training—rolled out to employees over the span of several months—combines interactive app prompts, live role-playing and tactile components designed to foster empathy and better appreciation of the patient experience.

Through an interactive app, participants encounter hour-by-hour symptoms and learn firsthand the physical and emotional demands of managing this condition.

Live role-play calls with actors portraying healthcare providers and other family or caregiver roles expose participants to challenging conversations and decisions.

DID YOU KNOW?
Managing HCM can impact family dynamics and work-life balance, as patients cope with symptoms and healthcare demands.

DID YOU KNOW?
Around 1 in 500 people live with HCM, facing daily symptoms that range from fatigue to severe pain.

Items in an experience kit provide sensory elements, such as tools for medication management and activities simulating physical limitations—common realities of HCM patients' routines.

Participants perform tasks that mimic the physical and emotional toll of HCM, such as fatigue management, side-effects and maintaining focus through discomfort.

The experience's effectiveness is evaluated through a **post-simulation survey** measuring emotional impact and changes in awareness.

"I approached 'A Life in a Day' as just an exercise, expecting 'bad news' and ready to play along, but the emotional impact caught me off guard. Imagining it as real made the experience unexpectedly profound. Throughout the day, I kept confronting the adjustments I'd have to make, from financial strain to limitations on time with loved ones."

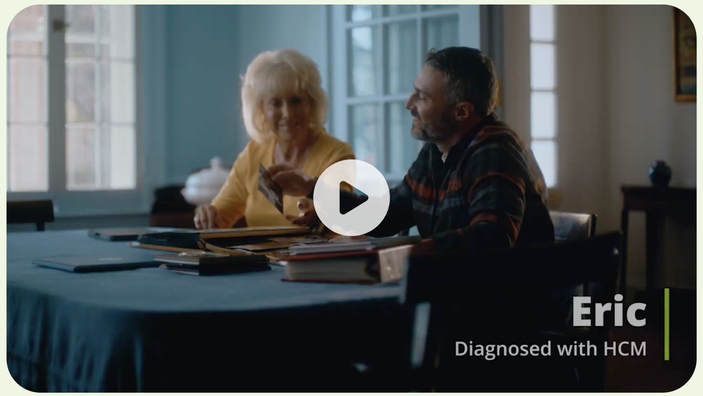
GARY PACE
DIRECTOR, IT INFRASTRUCTURE & OPERATIONS

"Empathy for patients is a core value at Cytokinetics, but 'A Life in a Day' provided a powerful, challenging reminder of the daily realities for patients. The variability of the symptoms and disease impact was eye-opening and now informs my assessment of potential business development opportunities."

NICK DEHAAN
DIRECTOR, BUSINESS DEVELOPMENT

Patients and caregivers are experts; they know more than we do about living with these conditions. We recognize their expertise. They are our equal partners, and we treat them with the same level of respect that we extend to researchers and physicians."

MARY POMERANTZ
SENIOR DIRECTOR, PATIENT ADVOCACY AND ENGAGEMENT



Behind HCM: Inherited Strength. Watch the story of a mother and son who had been misdiagnosed for years and eventually learn they share the same cardiovascular disease. youtube.com/watch?v=mxAb9ogmYJk

Patient and Caregiver Advisory Councils

Patient and Caregiver Advisory Councils are integral to Cytokinetics' commitment to patient-centric drug development. These standing councils, comprising patients and caregivers, provide ongoing, real-world insights that shape our strategies and decisions across clinical, preclinical and commercial areas. Unlike traditional "one-off" advisory boards, PACs enable continuous engagement, fostering deeper relationships and a nuanced understanding of patient needs. Members are identified through advocacy groups and community organizations, bringing diverse perspectives from those directly impacted by diseases such as HCM and heart failure.

In 2024, we introduced the HCM Advisory Panel for recently diagnosed individuals which provides insights into this critical phase of the patient journey. Council member perspectives are crucial as we near a potential approval and launch, influencing patient support services and future clinical trial design.

PACs meet quarterly, providing direct guidance to our teams on diverse topics from disease and patient education to navigating the healthcare system. This holistic approach underscores our commitment to embedding patient voices in every phase of our work, ensuring we are responsive to patient needs and priorities.

HCM has been an unwelcome presence in our family. I've lived with it for 25 years, but the most difficult part is knowing that I passed it on to one of our children. As hard as my own journey has been, it's even harder watching my child face the same struggles. Being part of the Cytokinetics Patient and Caregiver Advisory Council has been invaluable—it has given me the opportunity to connect with others who truly understand this journey, learn from their experiences and find a sense of community and support."

JUDDSON RUPP
MEMBER OF CYTOKINETICS HCM PAC

Collaborating with Patient Communities

Professional societies and community organizations play a critical role in advocating for patient access to care and serving as trusted sources for both patients and clinical care providers. We prioritize forming unique partnerships as part of a multi-pronged approach to effectively advance shared objectives.

National Urban League: conversations that matter

The National Urban League is a historic civil rights organization dedicated to economic empowerment, equality and social justice. The organization has a strong focus on advancing health equity by acknowledging social determinants of health and working to remove obstacles such as poverty and discrimination. This was our second year collaborating with the National Urban League by supporting health equity webinars which aim to educate and build trust with communities, encouraging people to take proactive steps in their healthcare.

Cytokinetics recently sponsored three topic-based webinars: Medication Access, Health Equity in Organ Transplantation and Spirituality and Health.

The Cytokinetics Communications Grant Program: amplifying advocacy resources

Cytokinetics supports patient advocacy organizations in expanding their reach, awareness and community engagement by providing resources for new or crucial communications or outreach initiatives that would otherwise be challenging for them to implement. The recipients of the 2024 Cytokinetics Communications Grants were Cardiomyopathy UK, Global Heart Hub, HeartBrothers Foundation, WomenHeart and the ALS Therapy Development Institute.

$20,000
AWARDED TO EACH OF FIVE GRANTEES

"As a former nonprofit communications director and foundation grantmaker, I've experienced firsthand that when nonprofit communications are underfunded, segments of the patient community are left unaware of available resources and organizations may struggle to reach audiences such as new donors or partners."

ANDREA MINADAKIS
SENIOR MANAGER, GRANTS AND ADVOCACY OPERATIONS

ADVANCING A HIGH-INTEGRITY, DIVERSE AND INCLUSIVE CULTURE

We aspire to be a company that attracts, retains and develops a diverse community of qualified colleagues impassioned by our purpose to improve the lives of patients with debilitating diseases of muscle dysfunction.

Cytokinetics has built an award-winning reputation as a great place to work. In our 2024 Employee Engagement Survey, we achieved a high engagement score of 8.0, ranking Cytokinetics in the top quartile in our industry.

Our positive workplace environment has resulted in a relatively low attrition rate of 11% in 2024 compared to the U.S. Biopharmaceutical industry average of more than 22% based on AON data.

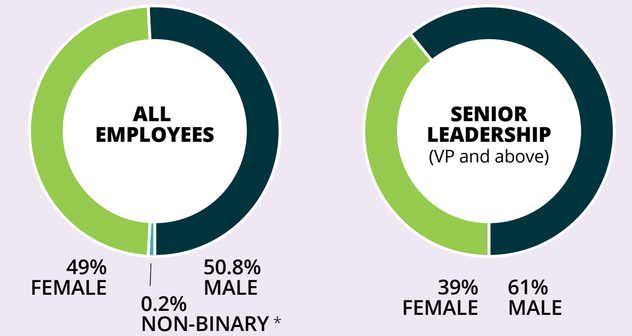
IN THIS SECTION

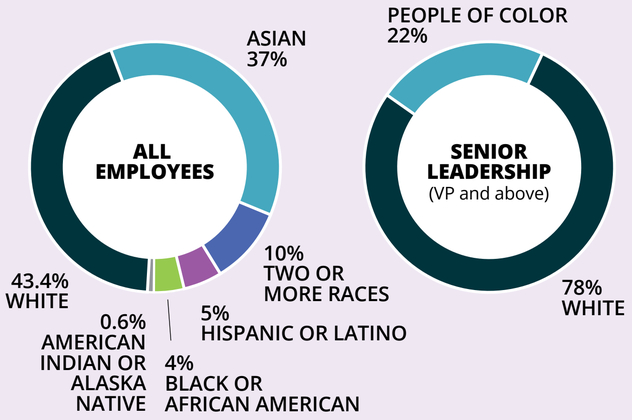
- Diverse Workforce
- DEIR Council and Committees
- Human Capital Development
- Pay Equity
- Workplace Safety

Representation, Empowerment and Mutual Respect

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.

Diversity across Cytokinetics 500 employees





* Self-identified

Aspiring to a diverse workforce

Our aspiration is to cultivate a diverse and inclusive workforce that is representative of the patient populations we aim to treat. We do this by casting as wide a net as possible to find candidates interested in joining our team. Research indicates that larger candidate pools lead to increased hiring opportunities. To enhance the recruitment of all qualified individuals including women and underrepresented groups, we actively engage in the following activities:

- Establishing partnerships and outreach initiatives with universities and organizations focused on recruiting qualified individuals from underrepresented groups into our candidate pools
- Increasing our outreach to educational institutions to spot and engage underrepresented and diverse students who may be interested in joining our company
- Striving for inclusive representation in our interview panels and providing interviewer training on fair, merit-based and thorough candidate evaluation and selection

Additionally, we embrace a merit-based approach to talent development, offering opportunities for our employees to grow and advance based on their performance and contributions.

Growing our commercial team: prioritizing representation

In preparation for the commercialization of our first potential medicine, we began laying the groundwork for hiring a national sales force in 2024. In alignment with our purpose to serve patients of all backgrounds, genders, ethnicities and socioeconomic status, and to strive for more balanced representation which reflects the general population, we are proactively building a pool of qualified, diverse candidates through concerted outreach to organizations and individual sales professionals. In addition to casting a wide net, we are narrowing the recruitment funnel by employing a highly specialized hiring profile inclusive of previous launch experience and cardiovascular and rare disease experience.

As our nationwide Area Business Manager team continues building these relationships through direct outreach, networking and an ongoing candidate engagement initiative, we have found our approach to be much more effective than relying on traditional job postings or start-stop recruiting.

* Cytokinetics does not set targets or quotas in our hiring process or talent management

DEIR Council and committees

In 2020, we began formalizing a company-wide Diversity, Equity, Inclusion and Respect (DEIR) initiative that strives to create an inclusive culture in which diverse backgrounds are recognized and valued. The 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 marked our third annual spotlight series to celebrate Women's History Month.

We continue to make progress on our DEIR initiative. In our latest employee engagement survey our engagement score was 8.0 and our diversity and inclusion score was 8.4, which is in the top 25% of companies in the healthcare pharmaceuticals, biotechnology and the life sciences industry.

"Diversity is broader than just visible differences; we emphasize inclusion and belonging. I'm proud of our accomplishments in building a strong internal culture where all employees feel valued and have clear opportunities for growth."

YULYMAE DINAPOLI
SENIOR VICE PRESIDENT, HUMAN RESOURCES

Strength in Inclusion Day

Strength in Inclusion Day is a company-wide celebration of diversity and inclusion, offering opportunities for socialization, poster presentations, speakers and panel discussions. New in 2024, the idea for this event grew out of the DEIR Council as a way to encourage employees to stay curious and participate in their own way.

Human Capital Management and Development

How to best engage, inspire and empower our people remains a key priority at Cytokinetics. Our talent management and development initiatives are designed to foster a culture of continuous learning and innovation and to enhance and optimize employees' experience and effectiveness within the company.

Thrive talent development hub

Launched in 2023, and expanded in 2024, *Thrive* is Cytokinetics' talent and learning development hub, helping individuals achieve their professional development goals. The curriculum offered via *Thrive* 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. In 2025, we've made further enhancements to have a strong focus on supporting and elevating our people leaders as they are core to the success of our business. Enhancements include a new course offering, Leading Change for People Leaders, the establishment of a people leader forum, as well as a leadership newsletter.

Inclusion and Belonging Training

Inclusion and Belonging Training helps to shape a workplace where all employees feel valued and connected. Through a day-long, dynamic facilitated workshop held multiple times throughout the year, participants explored topics such as unconscious bias and microaggression. The training equips employees with practical strategies to promote respect and collaboration with a personal sense of belonging. In the past year, more than 60% of employees completed the training. In 2025, the training will place emphasis on inclusion, promoting it not only as a mindset, but also as a skill designed to equip our employees and leaders with behaviors that will truly foster a culture of inclusion and belonging.

Performance management: supporting employee development

As part of our formal performance review process, we employ a performance management cycle, which guides an employee through goal setting, a mid-year check-in and a year-end performance review. The annual performance management cycle enables managers to communicate expectations, evaluate progress and provide actionable and meaningful feedback. Guided by the Head of Talent Development, in 2024, we redesigned our review format from a 120-point rating system to a simpler four-category evaluation focused on the extent to which individuals achieve their performance goals (what) and demonstrate the company's core values (how). The new approach was designed with broad input from leaders and employees and launched in November to kick off the annual review cycle. This significant shift is in alignment with our overarching talent strategy to inspire high and sustainable performance from our employees by focusing on having meaningful and reflective discussions about employees contribution and their development.

In addition to the annual performance management cycle, we offer career workshops and toolkits such as Individual Development Plans (IDPs) as resources to support our employees' growth at Cytokinetics. IDPs prompt employees to reflect on our business priorities, their performance goals, as well as their career aspirations, and identify ways to further leverage their strengths, crystalize development focus and craft specific developmental actions to achieve their goals.

Supporting change: navigating the future together

In the past three years, our company has grown from under 200 employees, to more than 500. We have also expanded geographically and begun building out new teams and business functions. We acknowledge that this type of accelerated change requires a high level of adaptability and succeeds when all employees are supported, whether they are new to Cytokinetics or have been with the company for many years. We are formalizing our approach to navigating change with decision frameworks, leadership support and communications planning to maintain open dialogue and transparency.

> "We are identifying and growing a robust and diverse leadership pipeline by aligning on a clear definition of what high performance and high potential means for Cytokinetics, upskilling leaders across levels and functions and supporting all employees' career development to unlock their potential."

SELENA YUAN
HEAD OF TALENT DEVELOPMENT

Wellness and benefits program

We offer competitive compensation and comprehensive benefits tailored to the unique needs of employees and their families. Available to employees working at least 24 hours per week, most benefits begin on the date of hire and include: medical, dental and vision plans; Health Savings Account (HSA) contributions or Flexible Spending Account (FSA); life insurance and disability; 401(k) retirement savings plan; employee stock purchase plan; paid time off; and optional legal and identity theft protection and pet insurance. Wellness perks include an onsite fitness center, annual flu shots, biometric screenings, personal financial coaching and more. Details on our full list of benefits and wellness offerings are available at Careers on our website at **www.cytokinetics.com**.

Augmented Pay
Employees are eligible to receive the equivalent of 100% of their pay during disability, parental, or family medical leave. This benefit is integrated with state-provided benefits and covers up to 12 weeks for disability or 8 weeks for parental or family leave within a rolling 12-month period.

Adoption Assistance
Reflecting our commitment to inclusivity, Cytokinetics supports employees in building their families by offering up to $5,000 in reimbursement for eligible adoption expenses. These may include agency fees, court costs, legal fees, foreign adoption fees and medical expenses.

Wellness Reimbursement
Employees can receive reimbursements for eligible well-being-related expenses, with an annual benefit of $300. These include products or services such as fitness app subscriptions, smartwatches, fitness classes, gym memberships, sports gear, massage services and more.

Employee Assistance Program
This program offers 24/7 confidential support for employees with five free consultations per calendar year. Services include childcare and eldercare assistance, daily living services, financial services, identity theft recovery, legal services and LGBTQ+ resources.

Pay equity

Cytokinetics proactively manages pay equity through merit-based annual compensation reviews and salary range updates informed by market data. Each year, we review salary ranges and evaluate employee compensation by gender, level and tenure, identifying any discrepancies based on grade penetration threshold. To minimize bias, new hire offers and promotions are reviewed in an assessment format that considers only the role and experience level. Short-term actions include immediate adjustments for identified disparities after annual reviews.

Workplace recognitions

Cytokinetics was recertified as a Great Place to Work in 2024. We were also cited by Fortune magazine as a "Best Workplace in BioPharma" and "Best Workplace in the Bay Area" in 2022, 2023 and 2024, and by the San Francisco Business Times as a "Best Place to Work in the Bay Area" in 2021, 2022, 2023 and 2024.

Education assistance

Cytokinetics supports employees pursuing further education and career advancement by offering up to $10,000 annually in tuition reimbursement for degrees or certifications directly related to our business.

Postdoctoral Fellows Program

Launched in 2023, our Postdoctoral Fellows 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. Fellows develop their own independent research project focused on one or more facets of muscle biology, including muscle contractility, mitochondrial function and muscle metabolism. Guided by Cytokinetics scientists, they collaborate across the company and access enrichment opportunities in communication, leadership and lab management.

This fully funded, two-year program offers competitive salaries, benefits and travel funding for research conferences. In 2023, the program's inaugural year, we sponsored two fellows and added two additional fellows in 2024.

"Our Postdoctoral Program is designed to equip early-career researchers with the knowledge, clarity and confidence needed to advance their independent careers, offering exposure to cutting-edge muscle biology research and exceptional mentorship."

MANMEET RAVAL
SENIOR SCIENTIST II, DISCOVERY BIOLOGY

"Through the internship program, I was provided opportunities to expand my skills and knowledge and gain a better understanding of the biotechnology industry. In every project I worked on, I felt I was able to make a real difference."

SARA JADE WAINWRIGHT
FORMER INTERN

Interns participate in CytoTalks, gaining knowledge of different stages of drug discovery, development and commercialization; a lunch forum with the CEO; as well as off-site events and team building activities.

Internship Program: boosting young professionals

Through our annual paid internship program, we aim to provide a challenging and rewarding experience to help build a strong foundation for a career in the biopharmaceutical industry. We believe that investing in enthusiastic undergraduate and graduate students and recent graduates brings fresh perspectives and insights to our teams.

A portion 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 other organizations. All decisions related to participation in this program are based solely on interest and alignment with program goals.

23
INTERNS IN 2024

24
FORMER INTERNS HIRED AS EMPLOYEES SINCE PROGRAM INCEPTION

Employee resources groups

Employee resource groups (ERGs) aim to cultivate a culture of belonging by providing a platform for employees to support one another in a way that goes beyond the typical work environment. These voluntary, employee-led initiatives are formed around individuals who share common aspects of identity and life experiences, with a purpose to encourage authentic, integrated professional lives. At Cytokinetics, we have two ERGs, the Cyto EmpowHERment Network and CytoPride, and continually evaluate opportunities for expansion.

Members of the CytoPride organizing committee pose for a photobooth snapshot during a company-wide Pride Month event in June.

Cytokinetics EmpoweHERment Network: succeeding together

Our first employee resource group, EmpoweHERment Network, was formed in 2022 as a forum for women to connect with one another and hold open conversations about common challenges and successes. During Women's History Month in March, the group hosts weekly lunches catered by women-owned businesses with speakers and panel discussions featuring Cytokinetics' women leaders and Board members, as well as networking opportunities. With year-round activities, the group supports mentorship opportunities and leadership development. All employees are welcome to participate in the group's events to enhance understanding and allyship.

> "The EmpoweHERment Network is a powerful space for connection, mentorship and professional growth, shaping an equitable work environment where women can thrive. Representation and visibility of women in leadership is key."

ARONDA FORSEY
DIRECTOR, OMNICHANNEL MARKETING

> "Through networking events, panel discussions with women leaders, and meaningful connections, we strive to foster a culture that empowers women, facilitates growth, and strengthens professional relationships."

LUCIE VU
DIRECTOR, SCIENTIFIC & MEDICAL COMMUNICATIONS

CytoPride: authenticity at work

CytoPride focuses on creating an accepting and supportive work environment and peer community for LGBTQIA+ identifying employees. The group plans and facilitates Pride Month presentations and discussions, as well as year-round activities and communications, including a poster for this year's *Science is in Our Soul Day*. An increasing number of employees across departments have raised their hands to get involved, demonstrating the positive impact of this ERG.

> "Many millennials and younger identify as LGBTQIA+ and seek companies that are accepting and inclusive. ERGs like CytoPride help build that sense of belonging."

COLLEEN HEALY
DIRECTOR, PROFESSIONAL SOCIETY RELATIONS

Workplace Safety

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. Additionally, EH&S oversees the Lab Safety Committee, which convenes quarterly and includes representatives from all Cytokinetics labs. EH&S also performs quarterly reviews of incidents, regulatory inspections, training completion, and any lab-impacting changes.

In addition, workplace safety extends to responsible environmental actions. All waste products and hazardous materials are 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 and EH&S Department.

Violent intruder training

In 2024, EH&S partnered with South San Francisco Police Department to provide a voluntary one-hour training for employees in South San Francisco and Radnor on violent intruder situations. The training covered response protocols, evacuation routes and law enforcement procedures. As the first training on this subject, multiple sessions were offered to employees to help ensure employees are prepared with critical safety measures.

CPR and first aid training

Also in 2024, we provided voluntary on-site CPR/AED and first aid training for employees at our South San Francisco campus. The training equipped participants to recognize and respond to emergencies, administer first aid and provide critical care until medical professionals arrive. We plan to repeat this training annually and offer reimbursement for offsite certification programs as well.

25

EMPLOYEES RECEIVING FIRST AID TRAINING IN 2024

2024 SAFETY HIGHLIGHTS

- Upgraded EH&S inspection and incident records from a paper-and-email-based workflow to an all-digital management system to improve tracking, transparency and reporting
- Rolled out new standard operating procedures and training on incident management reporting policies across departments, outlining the roles and responsibilities of employees, managers, EH&S and HR
- Strengthened our business continuity plan by partnering with an external consultant to conduct a tabletop exercise. This session simulated an earthquake scenario, bringing together leaders from multiple departments to assess and enhance our emergency response systems. Key outcomes included refining action plans, improving coordination, and developing standardized templates for internal and external communications
- Launched a video-based workplace violence training module, required by the state of California for all California based employees, on the *Thrive* learning hub in July

> “Each lab has a lab captain, an annually rotating role, who leads inspections and participates actively as part of the Lab Safety Committee. The lab captains share knowledge across departments, contributing new perspectives and building respect for a culture of safety.”

DEEPA RAMACHANDRA
ASSOCIATE DIRECTOR, EH&S

INTEGRITY IN ACTION

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.

In recent years we have evolved our compliance program by implementing new policies and by developing guidance documents, work instructions and centralized training tools.

As we move toward commercialization, we are proactively addressing new topics including ethical salesforce interactions and related state, federal and international laws.

IN THIS SECTION

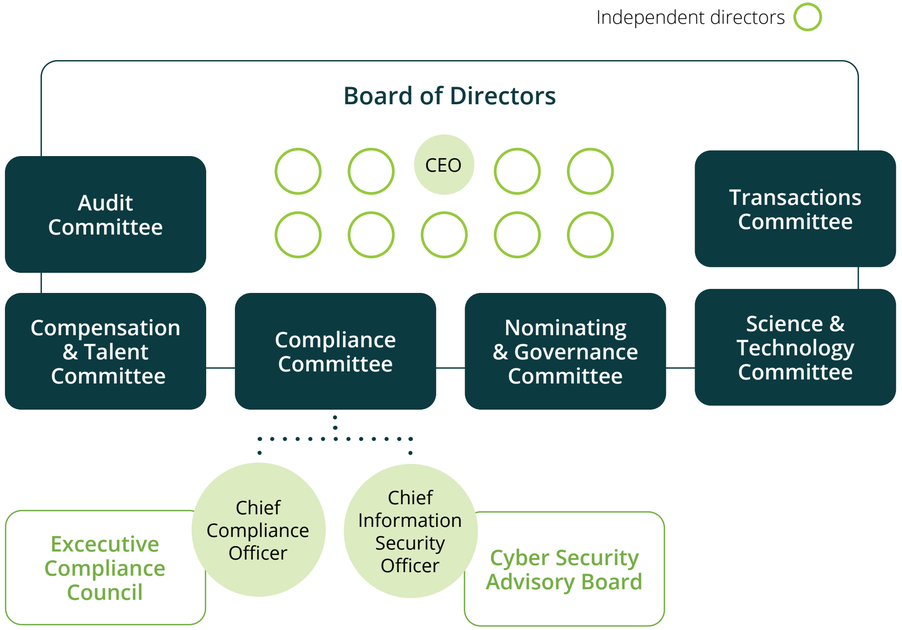
- Code of Ethics and Business Conduct
- Supply Chain Integrity and Sustainability
- Data Privacy and Cyber Security
- Humane Treatment of Animals

Code of Ethics and Business Conduct

Our comprehensive Code of Ethics and Business Conduct 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.

The purpose of our Code of Ethics and Business Conduct is to:

- 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



"I tell new hires that compliance is part of the everyday fabric of our work. It involves policies, processes, ongoing reviews and making course corrections when necessary. Accountability is key when gaps are identified; it's a fundamental part of how we operate."

KARI K. LOESER, J.D.
VICE PRESIDENT, CHIEF COMPLIANCE OFFICER

Corporate governance: accountability in action

Integrity starts at the top with our Board of Directors, which is committed to effective corporate governance. Board diversity and Board independence are important to the composition of the board which currently includes 30% women and 90% independent directors.

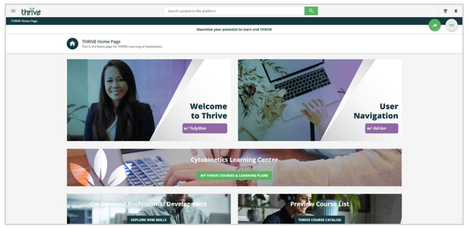
More information on corporate governance, including Board Committee charters, governance documents and our Code of Ethics, is available at **https://ir.cytokinetics.com/corporate-governance/highlights**

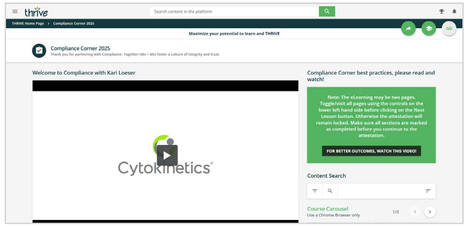
GOVERNANCE, ETHICS AND COMPLIANCE

Compliance training: early and often

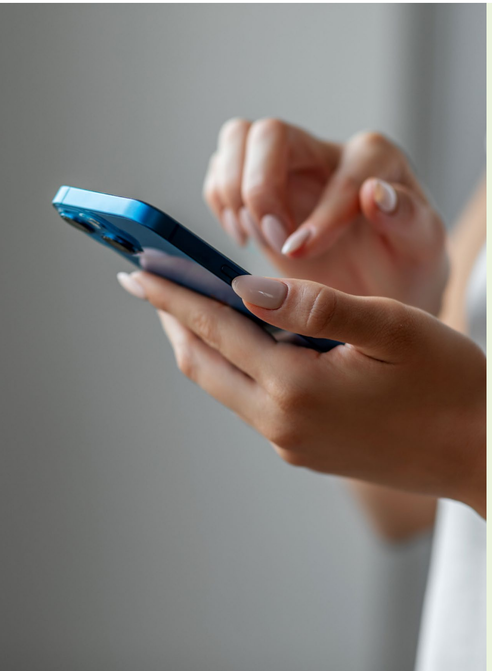
We reinforce compliance with our Code of Ethics and Business Conduct through regular employee training. On an annual basis, all employees are trained on our Code, either upon being hired or yearly on their anniversary. These training sessions are updated annually by our Chief Compliance Officer. In 2024, 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 on these topics within the first several months of employment.





A new "Compliance Corner" repository within our internal training system houses general and role-specific training modules and acknowledgement forms.



Ethics and compliance hotline

Our Code 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 in person, or to our anonymous and confidential Ethics and Compliance Hotline. Administered by a third party, the Ethics Hotline is publicly available 24/7 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.

Alignment to PhRMA Code: ethical engagement with healthcare professionals

Adherence to ethical standards encompasses both our rigorous internal code and the guidelines set by the Pharmaceutical Research and Manufacturers of America (PhRMA) Code. This Code embodies the fundamental principle that healthcare professionals should make decisions based solely on medical needs and their expertise, ensuring that patient care remains the top priority.

The PhRMA Code is a voluntary framework designed to govern interactions between pharmaceutical companies and healthcare professionals. It promotes ethical practices by prioritizing patient outcomes, advancing medical knowledge and maintaining trust in the healthcare community. Key principles include focusing interactions on education to enhance understanding of treatments, prohibiting non-educational gift items of value to avoid the perception of undue influence and providing occasional, modest meals only in educational settings. Consulting and speaker engagements must involve fair compensation, and companies must transparently disclose payments under federal laws like the Sunshine Act. Alignment with the PhRMA Code underscores our dedication to ethical business conduct, maintaining transparency, collaboration and trust in our interactions with healthcare professionals.

Supply Chain Integrity and Sustainability

Under the direction of the Senior Vice President, Global Supply Chain and Technical Operations, we manage a broad supplier portfolio to serve our late-stage pipeline. 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. Our Supply Chain procurement process includes a balanced scorecard that ranks potential vendors on a range of technical, performance and values-oriented qualifications including commitment to patient centricity, environmental and energy consciousness and deep community involvement.

The Global Supply Chain and Technical Operations team has established contracted relationships with suppliers, manufacturers and distributors as part of our commercial readiness activities in 2024.

Raw Materials
The supply chain begins with sourcing raw materials, ensuring quality and regulatory compliance for drug manufacturing at all phases of development and commercialization.

Drug Substance
Raw materials are processed into the active pharmaceutical ingredient (API) that provides the therapeutic effect in the medication.

Drug Product
The API is combined with excipients and formulated into its final tablet dosage form.

Packaging and Labeling
The drug product is packaged and labeled according to regulatory and market requirements.

Quality and Stability Testing
Ongoing testing confirms the product's quality, safety and efficacy, ensuring it meets all stability and regulatory standards.

Storage and Distribution
The finished products are stored under controlled conditions and distributed globally to ensure timely delivery to patients.

"Supplying high quality product to patients is our #1 responsibility, and partnering with suppliers who share our values ensures that nothing compromises our patient-centric focus."

STEVE COOK
SENIOR VICE PRESIDENT, GLOBAL SUPPLY CHAIN & TECHNICAL OPERATIONS

Supplier Code of Conduct

We drafted a formalized Supplier Code of Conduct in 2024 with an intent to pilot it with our clinical and supply chain groups in 2025. The code outlines our expectations of suppliers and covers topics such as ethics, compliance, quality, labor and human rights, health and safety, data privacy and security, accountability and environmental impact. After the pilot period, the Supplier Code of Conduct will be rolled out in phases and included in requests for proposals across the enterprise, serving as part of a risk-based framework for evaluating existing suppliers.

Strategic Partnerships Initiative: transparency and trust for mutual success

With the aim to expand and strengthen Cytokinetics' vendor relationships, a two-year pilot program was conducted across three key strategic partners with focus on the process and quality of the strategic relationships. Guided by internal expertise and partner surveys highlighting critical factors for successful collaborations, the initiative has emphasized establishing a reproducible framework for governance and accountability with clear communication pathways and regular alignment on key performance indicators. As part of the pilot program, quarterly and semi-annual check-ins were conducted to allow for ongoing evaluation and course correction. The working group leading the initiative will embed best practices identified from the program into new vendor contracts and guidance on working relationships.

"A key area of learning was the importance for both parties to be transparent about short-term and long-term business objectives, especially when planning for a pivot in approach or scale of a program."

SPERRY MEGERIAN
AREA BUSINESS MANAGER, PARTNERSHIP PROGRAM LEAD

Data Privacy and Cyber Security

Our Privacy and Cyber Security programs safeguard patient, healthcare provider, employee and company data by implementing policies and procedures that guide privacy, security and data protection decisions. Advancements in recent years include raising awareness among employees and contractors about their roles in protecting the organization and improving early detection systems to mitigate threats. As we grow, we are strengthening defenses against threats such as 'hacktivism', managing third-party risks and building data systems which are adaptable to a variety of ever-changing regulatory environments. We experienced no material data breaches in 2024.

Our Privacy Program is overseen by our Vice President, Chief Compliance Officer and the Privacy Council to review the programs' ongoing performance and take action accordingly. Our **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) and applicable state privacy laws.

Our Cyber Security Program is headed by our Vice President, Information Technology and utilizes the Cyber Security Advisory Board to assess the programs' ongoing performance and implement necessary actions. Our Cyber Security Program aligns to the National Institute of Standards and Technology (NIST) and utilizes the principles, processes, practices and controls recommended to help protect our systems and data including all types of user-awareness activities (e.g., sponsored phishing, education initiatives, seminars, etc.).

Responsible adoption of artificial intelligence technologies

Artificial intelligence (AI) holds great potential to facilitate scientific breakthroughs and giant leaps in efficiency for tasks such as aggregating research, data modeling and analysis and many other business activities. Taking a cautious yet optimistic approach, we are exploring the use of these new tools through several team-led pilots that integrate AI into their workflows, guided by risk evaluation and systems support from a cross-functional business team.

In 2024, Cytokinetics drafted, for review by the senior leadership team, an artificial intelligence policy and supporting documents which address acceptable use, ethics and guidelines for safely and securely integrating AI into the company's existing infrastructure. As technology advances, we will continue to evolve our policies and practices to responsibly harness AI's transformative power.

We engage employees through periodic training and education initiatives including Cyber Security Awareness Month, with a series of seminars, lunch-and-learn events and cyber security content on our company intranet.

"Our third-party risk management process has improved significantly in recent years. We don't just say 'yes' or 'no' when evaluating vendors; we provide insights to help decision-makers understand and manage risks."

ERIC BROWN
VICE PRESIDENT, INFORMATION TECHNOLOGY

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.

SUPPORTING SUSTAINABLE COMMUNITIES

Cytokinetics focuses on reducing environmental impact and supporting local communities as part of our strategic priorities.

We empower employees to take the initiative to make continuous improvements as we grow our operations. A methodical approach to measuring and mitigating our environmental footprint and climate risk, with energy, water and waste baselines, allows us to fine tune our performance. Active outreach and engagement with local communities through volunteering, mentoring and charitable contributions, helps us support people and programs that contribute to our shared success.

IN THIS SECTION

- Sustainability Committee
- Emissions, Energy, Water and Waste
- Operationalizing sustainability practices
- Corporate Giving Program
- Employee Volunteering
- Community Outreach

Our Approach to Environmental Sustainability

Our environmental sustainability considerations center on increasing the efficiency of office and laboratory operations, consumables and waste reduction. As we prepare for commercialization, we are mindful of supply chain sustainability and other environmental impacts of drug manufacturing and distribution. We look to and learn from others in our industry and pursue opportunities to be leaders in setting new standards for operating with a light footprint.

> As we continue expanding our geographic footprint, we remain mindful of the important role of sustainability."

SUNG LEE
EXECUTIVE VICE PRESIDENT, CHIEF FINANCIAL OFFICER

Sustainability Committee: initiating action

Our Sustainability Committee is composed of representatives from across business functions. Now in its second full year of operation, the committee continues to advance three overarching goals: championing a culture shift; managing general waste and reducing energy; and reducing lab waste. The group meets bimonthly, presenting ideas, options and progress reports, with members taking responsibility to advance committee-approved initiatives. Three senior leadership team members preside over the Committee which provides annual updates to the Board as part of the overall corporate responsibility governance model.

Managing emissions, energy, water and waste

The move into our new corporate headquarters in 2022 provided the opportunity to establish a baseline for monitoring our facility's greenhouse gas (GHG) emissions and resource consumption. Under the guidance of a leading carbon analytics consultant, we continue to enhance our environmental stewardship.

Over the past two years, we have implemented energy conservation measures including HVAC scheduling and temperature setbacks during non-business hours.

To track our progress, the energy performance of our South San Francisco headquarters building, which is certified as LEED Gold Core & Shell, is benchmarked through the EPA Energy Star Portfolio Manager by our property management company. In 2024, natural gas consumption decreased by 977,861.5 kWh (33,374 therms) or 43% compared to 2023; and electricity consumption decreased by 116,200 kWh, or the equivalent of 35 average US households with four members.

See Appendix for **ESG Data Table**

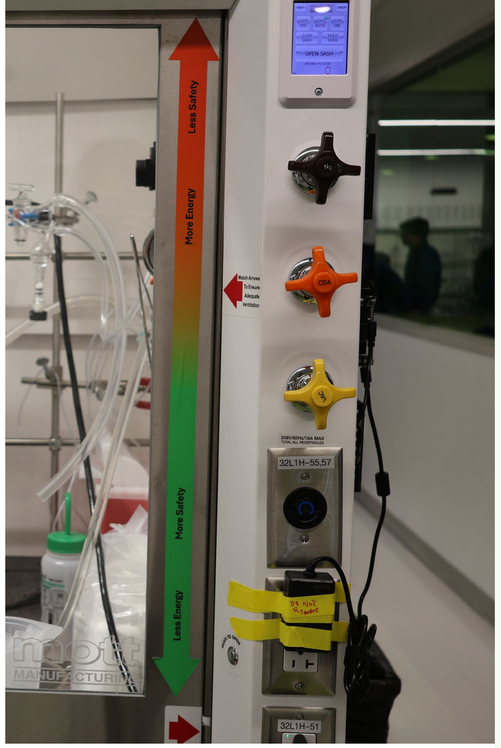
Closing the loop on laboratory plastics

In 2024, Cytokinetics initiated a partnership with Polycarbin to recycle plastics and nitrile glove waste generated in our research labs. The Sustainability Committee has led the implementation of the program, providing training and educational resources to ensure proper usage and effective recycling.

145

POUNDS OF PLASTICS COLLECTED IN THE FIRST TWO MONTHS

Polycarbin provides delivery and pick-up of receptacles to collect and extend the life cycle of lab products by remanufacturing them into new items.



Operationalizing sustainability practices

The Sustainability Committee has made great progress in putting new practices in place, while continuing to pursue further improvements. 2024 accomplishments include hosting a Waste Management Lunch & Learn in August 2024. The event brought together over 50 employees for awareness, education, and discussion, with presentations by South San Francisco Scavenger, the local waste and recycling services provider. In our research labs, reminder labels were placed on fume hoods prompting scientists to close hoods when not in use or to open them only as needed, helping to conserve energy and improve airflow efficiency.

Community Engagement and Outreach

As individuals, and as an organization, we learn by sharing, supporting and exchanging knowledge and experiences.

Cytokinetics encourages these connections by actively engaging with local communities and causes. In 2024, Cytokinetics contributed more than $2.9 million in corporate grants and sponsorships, including through our newly launched corporate giving program. These activities range from championing meaningful research and education projects, to supporting patient community events and campaigns that raise awareness for diseases aligned with our research.

Corporate Giving Program

In 2024, we launched the Cytokinetics Corporate Giving Program to align and focus our charitable contributions to match our mission and values. Eligible recipients are U.S.-based non-profit organizations working in three areas:

- Diversity in Science Education — Advancing science, technology, engineering and math (STEM) education for traditionally underrepresented students
- Health Equity in Cardiovascular Disease — Boosting health initiatives that address health inequities for cardiovascular disease (CVD) in underserved communities
- Local Community Support — Providing essential services to help address food and housing insecurity for at-risk populations to build stability and resilience

The program provided funding of up to $20,000 each to 26 organizations across our three focus areas.

> “Cytokinetics aspires to uplift organizations that are doing the important work of shaping future science leaders, reducing cardiovascular health disparities and fostering resilience in our communities.”

DIANE WEISER
SENIOR VICE PRESIDENT, CORPORATE AFFAIRS

26
RECIPIENT ORGANIZATIONS IN 2024

Cytokinetics

2024 CORPORATE RESPONSIBILITY REPORT

Employees in action: valuing volunteers

Rooted in the San Francisco Bay Area for more than 25 years, we believe it is essential to give back by supporting and engaging with our broader community. We take pride in empowering and 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 2024, more than 170 employees, or one-third of our workforce, volunteered approximately 450 hours supporting 11 community-based organizations. This includes our community outreach program partnering with science, technology, engineering and math (STEM)-related schools and nonprofit groups.

Cytokinetics employees volunteered with the following organizations in 2024:

- City College of San Francisco Biotechnology Program
- Breakthrough San Francisco
- Carlmont High School Biotechnology Institute
- Expanding Your Horizons, U.C. Berkeley Chapter
- Breakthrough Silicon Valley
- Cañada College
- Scientific Adventures for Girls
- Career Readiness Program at U.C. Berkeley
- Community Resources for Science
- Habitat for Humanity
- Daly City Food Bank

170
EMPLOYEES VOLUNTEERED IN 2024

DEIR Community Outreach

Our community outreach program is an important example of employee volunteerism. Through this companywide 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 2024, we partnered with 9 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 continue to support is the Oakland-based Breakthrough Collaborative, which works with traditionally underrepresented students to achieve postsecondary 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 and inequality. In 2024, Cytokinetics contributed $250,000 to support the work of local nonprofit partners through the Life Science Shares program.

APPENDIX

IN THIS SECTION

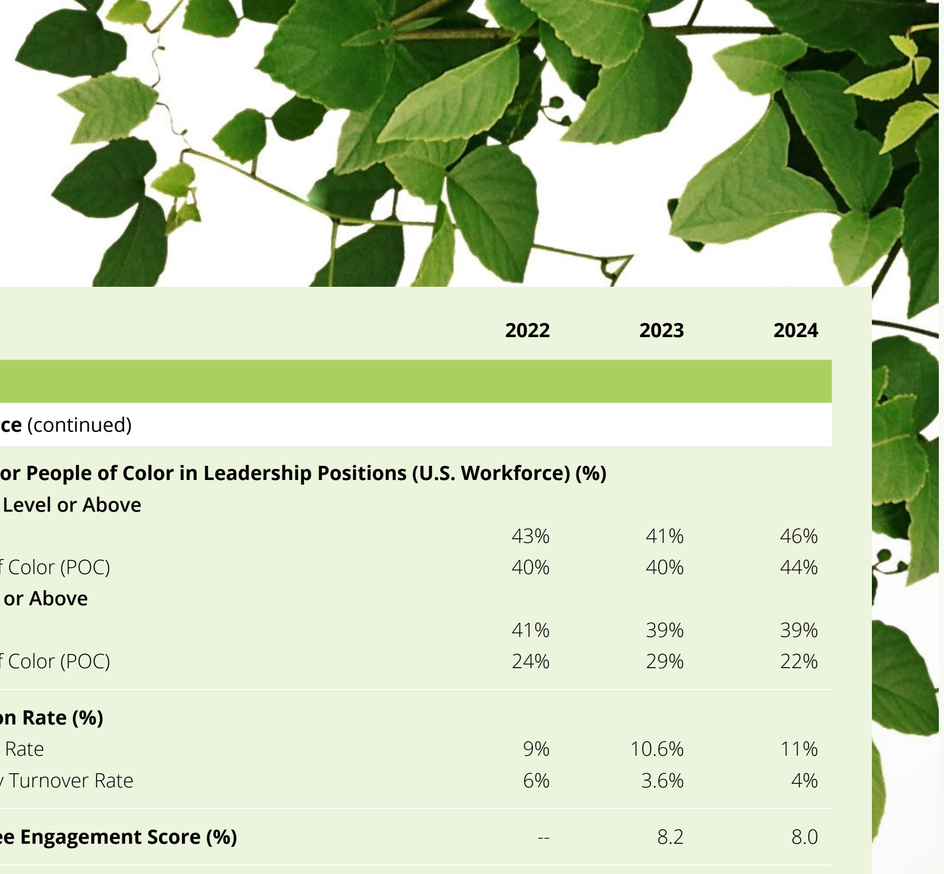
— ESG Data Table

— SASB Index

— Notes

ESG DATA TABLE

This table highlights key metrics reported year over year across ESG topics including environmental, workplace safety and data privacy. The data represents full-year 2024 performance.



As of December 31 of applicable year	2022	2023	2024
Business Overview			
Total Revenue (USD, millions)	94.6	7.5	18.5
Investment in Research & Development (USD, millions)	241	330	339
SOCIAL			
Workforce			
Total Employees	400	420	497
U.S. Workforce by Gender (%) [1]			
Female	48%	48%	49.0%
Male	52%	51%	50.8%
Non-binary	0%	0.2%	0.2%
Global Workforce by Age (%)			
Under 30 years old	3%	3%	4%
30-50 years old	49%	50%	52%
Over 50 years old	48%	47%	44%
Diversity of U.S. Workforce (%)			
Asian	38%	39%	37%
Black or African American	5%	5%	4%
Hispanic or Latino	5%	5%	5%
American Indian or Alaska Native	1%	0.7%	0.6%
Two or More Races	2%	2%	10%

	2022	2023	2024
SOCIAL			
Workforce (continued)			
Women or People of Color in Leadership Positions (U.S. Workforce) (%)			
Director Level or Above			
Women	43%	41%	46%
People of Color (POC)	40%	40%	44%
VP Level or Above			
Women	41%	39%	39%
People of Color (POC)	24%	29%	22%
Retention Rate (%)			
Turnover Rate	9%	10.6%	11%
Voluntary Turnover Rate	6%	3.6%	4%
Employee Engagement Score (%)	--	8.2	8.0
Workplace Health and Safety			
Recordable Injury Rate (RIR) (per 200,000 hours worked)	--	0.23	0.89
Lost Time Injury Rate (LTIR) (per 200,000 hours worked)	--	0	0.22
Fatalities	--	0	0
Community Impact			
Corporate Contributions [2] (USD, millions)	--	2	2.9
Employee Volunteer Hours (estimate)	--	555	450

1 Self-identified
2 Includes grants, sponsorships and philanthropic donations

ESG DATA TABLE (CONTINUED)

As of December 31 of applicable year	2022	2023[3]	2024
ENVIRONMENT			
Greenhouse Gas (GHG) Emissions (Metric tons CO_2e)			
Scope 1 (fuels, natural gas, refrigerants)	642	421	242
Scope 2 (electricity use) (Market-based)	--	--	540
Total Scope 1 and 2 (Market-based)	--	--	**782**
Emissions Intensity (Scope 1 & 2) (tCO_2e/employee)[4]	--	--	*1.8*
Scope 2 (electricity use) (Location-based)	830	1,038	1,012
Total Scope 1 and 2 (Location-based)	**1,472**	**1,459**	**1,254**
Emissions Intensity (Scope 1 & 2) (tCO_2e/employee)[4]	*3.56*	*3.47*	*2.88*
Electricity Use (MWh) (by source)[5]			
Total electricity use from non-renewable sources	--	2,370	2,311
Total electricity use from renewable sources	--	2,139	2,081
Total Electricity Use (MWh)	--	**4,509**	**4,392**
Total Water Consumption (Million Gallons)	**0.995**	**1.488**	**1.497**
Non-Hazardous Waste Disposal (Tons)[6]			
Landfilled	--	27.05	25.75
Recycled	--	27.41	19.35
Composted	--	33.14	36.57
Total Non-Hazardous Waste Disposal (Tons)	--	**87.60**	**81.67**
Hazardous Waste Disposal (Tons)[6,7]			
Landfilled	13.20	14.79	18.07
Recycled	0.02	3.57	3.51
Total Hazardous Waste Disposal (Tons)	**13.22**	**18.36**	**21.58**

As of April 8 of applicable year (per proxy filing)	2022	2023	2024
GOVERNANCE			
Board Composition[8]			
Board Size	10	10	10
Number of Independent Directors	9	9	9
Independent Directors on the Board (%)	90%	90%	90%
Number of Women on the Board	3	3	3
Women on Board (%)	30%	30%	30%
Number of Diverse Board Members	1	1	1
Diverse Board Members (%)	10%	10%	10%
LGBTQIA+	0	0	0

3 2023 emissions were rebaselined to account for improvements in emission factor data
4 Emissions intensity calculated using the average number of employees for the year, which was 435 in 2024
5 Cytokinetics purchased Renewable Energy Certificates (RECs) covering 47.4% of electricity consumption, which is considered renewable under the market-based approach
6 Waste disposal data for both hazardous and non-hazardous waste updated in 2022 to reflect actuals vs estimates
7 Cytokinetics South San Francisco facilities only
8 Self-identified

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 2024 performance.

Category	Code	Accounting Metric	Information
Safety of Clinical trial participants	**HC-BP210a.1**	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	For details, see **Conducting clinical trials ethically and with integrity** on page 18
	HC-BP-210a.2	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
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	None
Access to Medicines	**HC-BP-240a.1**	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
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	N/A
Affordability & Pricing	**HC-BP-240b.1**	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
	HC-BP-240b.2	Percentage change in 1) average list price and 2) average net price across US product portfolio from previous year	N/A
	HC-BP-240b.3	Percentage change in 1) list price and 2) net price of product with largest increase compared to previous year	N/A
Drug Safety	**HC-BP-250a.1**	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	No products listed. Please visit the **FDA FAERS MedWatch website** for more information
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA AERS	None. Please visit the **FDA FAERS MedWatch website** for more information
	HC-BP-250a.3	Number of recalls issued, total units recalled	N/A
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	N/A
	HC-BP-250a.5	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
Counterfeit Drugs	**HC-BP-260a.1**	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	N/A
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None
Ethical Marketing	**HC-BP-270a.1**	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No losses related to false claims
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A
Employee Recruitment, Development & Retention	**HC-BP-330a.1**	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	For details, see **Aspiring to a diverse workforce** on page 27
	HC-BP-330a.2	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 2024 was 11% and voluntary turnover was 4%. The employee turnover rate for each of the following groups was: VP and above (13%), Directors (16%), Managers (4%) and Individual Contributors (7%).
Supply Chain Management	**HC-BP-430a.1**	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
Business Ethics	**HC-BP-510a.1**	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
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	For details, see **Governance, Ethics and Compliance** on page 35
Activity Metrics	**HC-BP-000.A**	Number of patients treated	All products are in the investigational stage.
	HC-BP-000.B	Number of drugs in portfolio and research and development (Phase 1-3)	Visit **cytokinetics.com/pipeline** for the latest review of therapies in development

NOTES

1 James et al. GBD 2017 Disease and Injury Incidence and Prevalence Collaborators. *Lancet* 2018; 392: 1789–858.

2 Yancy CW, Jessup M, Bozkurt B, et al. 2013 ACCF/AHA Guideline for the Management of Heart failure: A Report of the American College of Cardiology Foundation/American Heart Association Task Force on Practice Guidelines. *Circulation.* 2013;128:e240-e327.

3 Ponikowski P, Voors AA, Anker SD, et al. 2016 ESC guidelines for the diagnosis and treatment of acute and chronic heart failure: The Task Force for the diagnosis and treatment of acute and chronic heart failure of the European Society of Cardiology (ESC). Developed with the special contribution of the Heart Failure Association (HFA) of the ESC. *Eur Heart J.* 2016;37:2129–2200.

4 Roger VL. Epidemiology of Heart Failure. *Circulation Research.* 2013;113:646-659, originally published August 29, 2013. doi: 10.1161/CIRCRESAHA.113.300268.

5 Kilgore M, Patel HK, Kielhorn A, et al. Economic burden of hospitalizations of Medicare beneficiaries with heart failure. *Risk Manag Healthc Policy.* 2017; 10: 63-70.

6 Taylor C J, Ordóñez-Mena J M, Roalfe A K, et al. Trends in survival after a diagnosis of heart failure in the United Kingdom 2000-2017: population based cohort study. *BMJ* 2019; 364:l223 doi:10.1136/bmj.l223

7 Greene SJ, Bauersachs J, Brugts JJ, et al. *Worsening Heart Failure: Nomenclature, Epidemiology, and Future Directions: JACC Review Topic of the Week.* JACC. 2023 Jan 31;81(4):413-424. doi:10.1016/j.jacc.2022.11.023. PMID: 36697141.

8 Extrapolated from Desai NR, Butler J, Binder G, et al. *Prevalence and Excess Risk of Hospitalization in Heart Failure with Reduced Ejection Fraction.* Poster presented at: Heart Failure Society of America (HFSA) Annual Scientific Meeting; 2022 Sep 30-Oct 3; Washington, DC.

9 Carnicelli AP, Clare RM, Hofmann P, et al. *Clinical trajectory of patients with a worsening heart failure event and reduced ventricular ejection fraction.* Am Heart J. 2022 Mar; 245:110-116. doi: 10.1016/j.ahj.2021.12.003. Epub 2021 Dec 18. PMID: 34932997.

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.

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