

# EMPOWERING LIVES



Cytokinetics

2022 CORPORATE RESPONSIBILITY REPORT

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*Throughout the report we feature actual patients and employees who consented to appear*

# A MESSAGE FROM OUR CEO

**At Cytokinetics, corporate responsibility has always been a fundamental principle incorporated into every aspect of our work to advance therapies that may improve the lives of people with cardiovascular and neuromuscular diseases of impaired muscle function.**

Being a responsible corporate citizen is a natural extension of our company values, which emphasize that patients are our North Star, science is in our soul, and that teamwork and a tenacious, resilient “make it happen” approach are essential to our success in delivering for patients.

As we evolve the company to support the potential future commercialization of medicines, we felt it was the right time to share our inaugural Corporate Responsibility Report to provide even greater transparency and accountability on our activities related to these matters.

In 2022, we formalized our approach to corporate responsibility management and governance and evolved a more articulated strategy to guide our program moving forward. The Nominating and Governance Committee of our Board now formally oversees our corporate responsibility/ESG program and we have established a cross-functional Responsibility Committee to manage the



strategy and execution of the program. As part of this process, we conducted a materiality assessment to identify the responsibility priorities most critical to our business and stakeholders and leveraged this assessment to develop our strategic plan, which is anchored by three corporate responsibility pillars.

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

From early innovation through commercialization, patients guide our decisions and fuel our passion. In 2022, we advanced this commitment with an initiative to engage patients and caregivers through all stages of our R&D activities. In addition, we developed a plan to pursue equitable access in cardiovascular disease.

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

We uphold the highest ethical standards and are committed to diversity, equity and inclusion for all. We have made important progress on increasing diversity in our candidate talent pool and emphasizing inclusion and belonging amongst all of our employees through systematic programs designed to ensure a more informed and inclusive culture.

**3. Support sustainable communities:**

We build a better planet through environmental responsibility and community engagement. In 2022, we continued to work to ensure our corporate footprint is sustainable and environmentally sound even as we grow, and support employee volunteerism that makes for stronger communities where we live and work.

Moving forward, we are developing tailored plans to support each of our corporate responsibility goals. I'm grateful for the enduring commitment of our dedicated employees who believe they are part of something greater than themselves and who truly keep patients at the center of everything we do. I look forward to updating you on our progress and appreciate your continued support.

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

# ABOUT CYTOKINETICS

## EMPOWERING MUSCLE, EMPOWERING LIVES

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

Cytokinetics was founded in 1998 by pioneers in the field of muscle biology. This team of forward-thinking scientists set out a vision for translating their expertise into new insights and approaches to novel drug discovery. Over the years, we have built on this foundation, developing unparalleled expertise that keeps us at the forefront of drug discovery and development for diseases that affect muscle performance.

### Our areas of focus

Cytokinetics research and development focuses on impacting the mechanics of muscle with investigational medicines that may improve strength, power or performance. We seek new treatment options that may improve the lives of people with cardiac or skeletal muscle disease including clinical-stage programs in the following areas:

- **Heart failure (HF)**, a progressive condition in which the heart becomes enlarged, thickened or rigid, hindering its ability to pump blood throughout the body
- **Hypertrophic cardiomyopathy (HCM)**, a progressive condition that causes the heart to thicken and stiffen, eventually limiting its ability to pump blood
- **Amyotrophic lateral sclerosis (ALS)**, the progressive death of motor neurons that debilitates the stimulation of muscles that perform vital activities functions

### OUR MISSION:

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

115+  
PUBLICATIONS

100+  
CLINICAL TRIALS

5  
PROGRAMS  
IN CLINICAL  
DEVELOPMENT

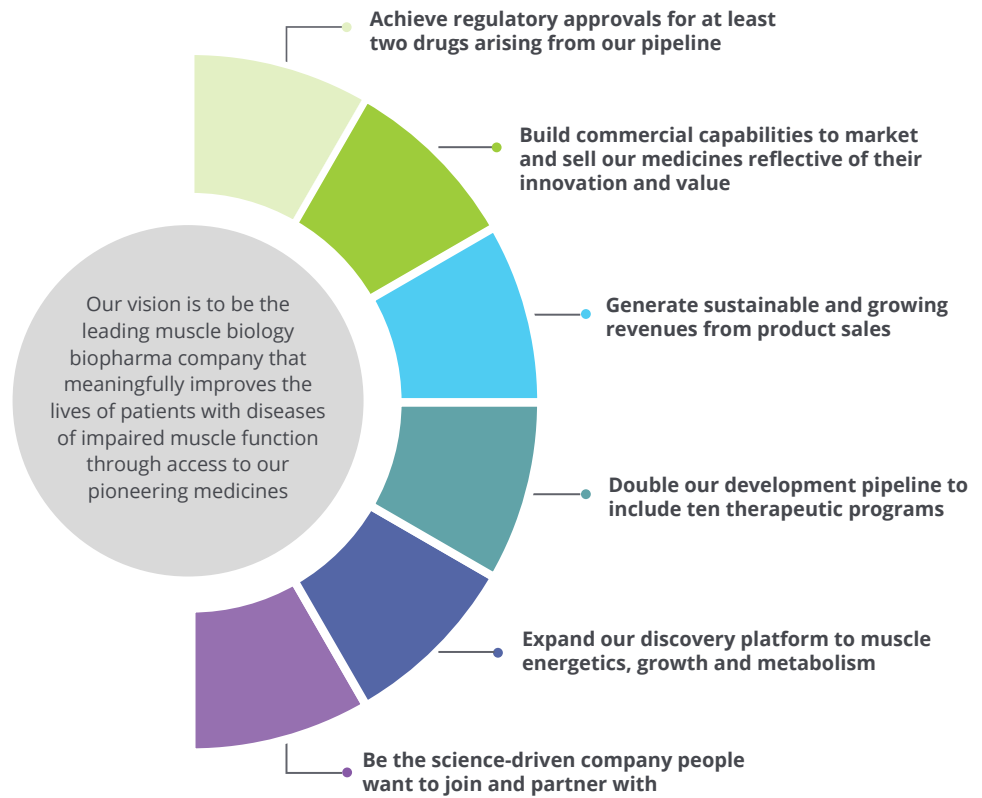
100+  
ISSUED PATENTS

2  
LOCATIONS  
South San Francisco,  
California;  
Radnor, Pennsylvania

400  
FULL TIME  
EMPLOYEES

## Vision 2025

Our Vision 2025 articulates our 5-year key imperatives to be the world's leading muscle biology biopharmaceutical company. Through Vision 2025, we aim to improve the lives of patients with diseases of impaired muscle function through access to our pioneering medicines. We are well-positioned with financial rigor to be short and long-term stewards of investment capital, prudently managing assets to deliver for patients.



## Our culture and values

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



### Patients are our North Star

- We seek to understand our patients' journey, 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 explore courageously 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, 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, resilient, and confidently navigate ambiguity to deliver results
- We demonstrate courage by taking calculated risks, failing fast and recovering quickly
- We hold ourselves accountable for our actions — without excuses or blame

# OUR APPROACH TO CORPORATE RESPONSIBILITY



**Corporate responsibility is a fundamental principle at Cytokinetics, and has been a core part of our ethos since our founding. Our people are committed to doing the right thing every time, and in every aspect of our work.**

At Cytokinetics, patients are at the center of everything we do, and we have a leading patient centricity program that keeps this top of mind. We lead ethical clinical trials and have built our commercial readiness capabilities around the needs of our unique patient communities. We are also proud of our strong ethics and compliance program, robust diversity, equity, inclusion and respect initiatives and focus on environmental sustainability.

## Material topics

In 2022, Cytokinetics conducted a formal materiality assessment to prioritize the corporate responsibility topics that are most important to our business and to our stakeholders (see chart). Although all topics noted here are important to our business, the ones that emerged as most critical to internal and external stakeholders are:

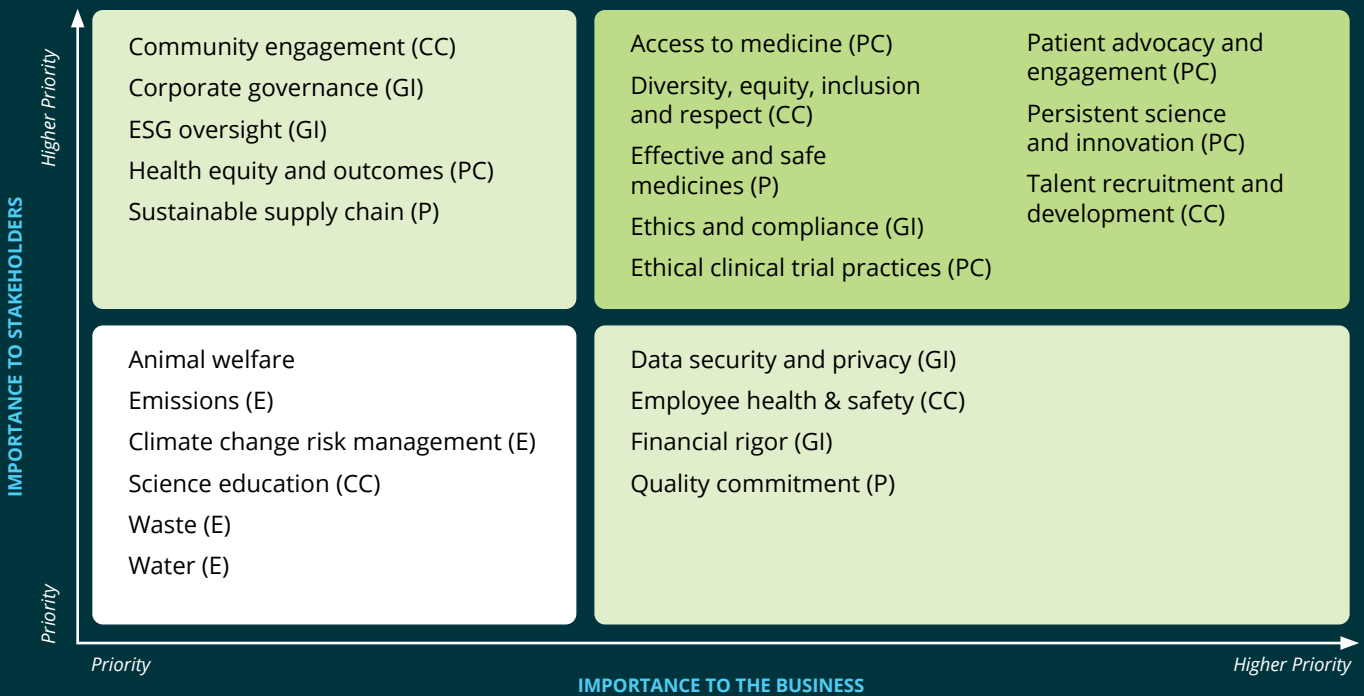
- Access to medicine
- Diversity, equity, inclusion and respect
- Effective and safe medicines
- Ethics & compliance
- Ethical clinical trial practices
- Patient advocacy & engagement
- Persistent science & innovation
- Talent recruitment & development

## Our materiality assessment process

To assess the topics of greatest importance to our business and stakeholders, we first identified key categories: Patient Centricity; Products; Culture & Community; Environment; and Governance & Integrity. Our process included the following key activities:

- Benchmarked topics amongst industry peers
- Interviewed internal business leaders
- Interviewed external stakeholders representing the investment community, patient groups and the community
- Conducted an in-person working session with our Responsibility Committee to review the synthesized results
- Reviewed the results with our Senior Leadership Team and our Board of Directors
- Leveraged the materiality assessment to establish responsibility goals aligned with our vision and values

## The Cytokinetics 2022 Materiality Matrix



Patient Centricity (PC) Products (P) Culture and Community (CC) Environment (E) Governance and Integrity (GI)

Note: topics are listed in alphabetical order, not importance

## Strategic pillars and goals

Based on the results of our materiality assessment, we have developed three corporate responsibility pillars and associated goals. The pillars guide a strategic approach to our work, as well as provide a framework for reporting on our performance.



1

### Keep patients at the center of our work

From early innovation through commercialization, patients are the North Star guiding our decisions.

Our goals are to:

- Continually embed patient-centricity across all stages of our business
- Maintain strong investment in innovative R&D programs rooted in unmet need and high scientific integrity
- Pursue equitable access and affordability of our medicines



2

### Advance a high-integrity, diverse and inclusive culture

We uphold the highest ethical standards and are committed to diversity, equity and inclusion for all.

Our goals are to:

- Continue to embed integrity, ethics and compliance across all business operations
- Increase diverse representation for women and underrepresented groups in leadership and across the company
- Foster a values-driven culture that is safe, diverse, equitable and inclusive



3

### Support sustainable communities

We build a better future through environmental responsibility and community engagement.

Our goals are to:

- Provide transparent reporting on environmental footprint and climate risk
- Actively manage environmental impact as we grow our operations
- Champion stronger communities where we live and work through volunteerism and giving

## Governance accountability model

We have built a Corporate Responsibility governance structure that supports our ongoing commitment to operate our business responsibly and sustainably. This commitment starts at the highest levels of the organization, with our Board of Directors providing strategic oversight through the Nominating & Governance Committee. In 2021, the Committee formally adopted ESG Oversight into its charter. Our Chief Executive Officer (CEO), who has overall responsibility for company strategy and operations, is a member of the Board.

In 2022, the company established a formal Responsibility Committee, chaired by our Senior Vice President of Corporate Communications and Investor Relations. The Responsibility Committee includes functional leaders and subject matter experts (SMEs) from across the company, including Human Resources, Legal, Medical/Clinical, Facilities, Commercial, Compliance, Patient Advocacy, CMC/Supply Chain, Regulatory and Research & Development. The committee meets on a quarterly and ad hoc basis and provides regular updates to the CEO and Board on progress against corporate responsibility goals and overall strategy.

As we developed our approach, we were mindful of stakeholder and third-party frameworks, such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) guidelines for our industry and Task Force for Climate-Related Financial Disclosures (TCFD). We have included a reconciliation with SASB at the end of this report.



# SETTING THE STANDARD IN PATIENT CENTRICITY



**At Cytokinetics, patient centricity is deeply ingrained into our corporate culture. We keep patients at the center of every stage of development, including research, clinical development, commercial preparation and more.**

“Cytokinetics demonstrates consistently genuine, empathic concern for the population the company is trying to help.”

**FRED FISHER**  
CEO, THE ALS ASSOCIATION GOLDEN WEST CHAPTER

## Embedded into every aspect of the business

To embed patient centricity into everything we do, we build our science around patients, their families and caregivers through ongoing engagement and commitment. This serves to cultivate a community of colleagues who are passionate about our purpose to improve patients' lives.

As we transitioned the company to support the future commercialization of our potential medicines in 2022, we launched a Patient Centricity Transformation effort that further embeds patient perspectives in all our business operations, addresses patients' top priorities and delivers a superior patient experience.

Our Transformation is guided by four strategic priorities.

They are to:

1. **Aspire to be disease-focused vs. product-focused**
2. **Aim for equitable access as part of our product launch strategies and in accordance with our corporate responsibility goals**
3. **Engage patients through a coordinated, seamless experience**
4. **Partner with patients at every step of the medicine lifecycle**

### Equitable access in cardiovascular disease

As we prepare to introduce new medicines to treat underlying contractility dysfunction in heart failure and hypertrophic cardiomyopathy, we aim to address inequities in healthcare access for patients we serve. We design and implement access programs to bridge gaps among underserved patient populations.

While we recognize that there are many types of underserved heart failure patients — delineated across income, geography, age, race and ethnicity — we are struck by the overwhelming evidence of the significant unmet need among Black patients and the gap in equitable access this patient group faces when compared to others.

While no single company can fully address the issue, we are committed to doing all we can to make a measurable impact in improving access to treatment for this key group among underserved heart failure patients. It is one of the most critical things we can do as we prepare to potentially enter the commercial cardiovascular market. To that end, in 2022 we identified several professional and patient organizations focused on this underserved community, and we look to pursue partnerships for education and awareness in 2023.

### A systematic patient engagement approach

Cytokinetics' industry-leading approach to patient engagement — a "culture of compassion" — is well recognized by our advocacy partners. It is led by our Senior Director of Patient Advocacy & Engagement and driven independently by multiple internal teams.

To better systematize this approach, in 2022 we introduced a dedicated workstream to design a coordinated, seamless experience for patients and other stakeholders. Aligning with our values, this workstream codifies how and when teams should appropriately engage patients, caregivers and patient advocacy groups across the product lifecycle.

Our culture of compassion also includes (with full consent provisions) inviting patients and caregivers to have a seat at the table. This helps Cytokinetics teams make personal connections, reinforcing what a disease looks like face-to-face and facilitating the incorporation of patient perspectives into business planning and operations.

In addition, employees across the company are incentivized to contribute to a mission that is much bigger than themselves. We provide away-from-work time to engage directly with our communities through volunteerism, fundraising and awareness activities.

“The only way to get good information is to be quiet and listen. We ask patients and their family members, ‘What in your life are you missing that you would like to have back?’”



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

## In research: targeting unmet needs

At Cytokinetics, we plan and execute research programs based on an understanding of the true needs of the patient community — that is, disease-focused rather than product-focused programs. This approach can be seen in our cardiovascular and neuromuscular programs, where we make research decisions based on the needs of patients.

For example:

**In heart failure (HF)**, in which we have a registration stage program for *omecamtiv mecarbil*, we recognized the importance of delivering a different kind of therapy that directly targets the pumping function of the heart to address the underlying cause of heart failure.

**In hypertrophic cardiomyopathy (HCM)**, we are developing a novel therapy, *aficamten*, supported by a broad clinical development plan, that may alter the course of treatment for patients living with the disease. To ensure our Phase 3 trial reflects the needs of the community, an HCM patient sits on the clinical trial steering committee, working side-by-side with participating physicians.

**In amyotrophic lateral sclerosis (ALS)**, we engaged our Patient and Caregiver Advisory Council and the broader advocacy community to gain specific insights into and feedback for the design of our Phase 3 clinical trial of *reldesemtiv* to ensure it was accessible for patients. To do so, we incorporated more at-home testing to reduce clinic visits and encourage greater patient participation. (Read more in our Spotlight below.)

## Research funding

Patient centricity flows through to our research funding as well. As a research-based company that is committed to ongoing innovation, we invest heavily in early-stage research and development in our ongoing quest to discover innovative new potential treatments and solutions for patients.

## Spotlight on: prioritizing accessibility

Amyotrophic lateral sclerosis (ALS) is a progressive, degenerative neuromuscular disease that affects the motor neurons in the brain and spinal cord, cells essential for transmitting messages from the brain to the muscles. As these cells progressively die, muscles weaken and atrophy and patients lose the ability to perform everyday activities, such as walking, writing, speaking and eating. As a result, participating in clinical trials and traveling to clinical trial sites can be a logistical and scheduling challenge for patients and their caregivers.

Recognizing this constraint, we worked with our Patient and Caregiver Advisory Council and the ALS community to devise a flexible and accessible protocol for our Phase 3 clinical trial, COURAGE-ALS. Unlike the traditional ALS clinical trial that requires a trip to the clinic for all trial visits, approximately half of the COURAGE-ALS trial visits are performed via telemedicine, utilizing a designated mobile phone provided to study patients for this purpose. However, there is also the flexibility to convert visits originally designed to take place in the clinic to a telemedicine visit. Only the screening and the randomization visit (when the patient first receives the study drug) must be performed in the clinic.

The convenience of the trial design has been well received by patients, caregivers and the broader ALS community, leading to further patient-centric advancements in trial designs within the field. Moreover, our ALS patient-centric trial design was awarded a 5-out-of-5-star rating by I AM ALS, a patient-led community that provides critical support and resources to those living with ALS, caregivers and loved ones.



## Clinical development

Patient-focused clinical drug development requires the patient's voice. So, at Cytokinetics, we employ a holistic approach to our clinical trial design and operations, and we continually strive to make trials easier for patients and encourage their input and feedback.

### Patient and Caregiver Advisory Councils

Across our HF, HCM and ALS focus areas, we convene quarterly Patient and Caregiver Advisory Councils (PACs) to glean real-world insights, which offer deeper, more insightful engagement compared to traditional "one-off" patient advisory boards. Each PAC meeting features the sharing of personal stories, providing a unique opportunity for our professionals to learn more about the journeys of patients and caregivers, engage with them and develop deeper relationships to truly understand their needs.

Our PACs have also helped us determine what to measure in clinical trials — for example, providing valuable insight into development of our validated Patient Reported Outcome Measures (PROMS). PROMS has helped identify a series of factors that are both important to patients and relevant to the impact of the therapy under study, thus strengthening our holistic clinical approach.

### 2022 PAC Highlights

- The HCM PAC offered insight into the burden of living with HCM. The Council reviewed clinical trials designs and provided their experience with and impact of potential risk mitigation programs.
- The HF PAC reviewed regulatory processes and timelines, discussed potential patient services and design options and discussed design of the PAC meeting.
- The ALS PAC provided perspective, guidance and input into a market development program aimed at educating physicians about the value of muscle function in the ALS treatment paradigm.
- First-of-its-kind training for HCM and HF PACs provided background, insight and guidance on how members can tell their stories and share their experiences in a compliant manner.

“It’s a really exciting time to be a part of the Hypertrophic Cardiomyopathy patient community right now, with all the research and developments and advances that are being made, with therapies and medications specifically for HCM. I’m very hopeful for us.”



**JILLIAN THORNE**  
HCM PATIENT,  
CYTOKINETICS PAC MEMBER  
SANTA CLARITA, CA

[See Jillian's story](#) ▶

### Collaborating with the community

At Cytokinetics, we are passionate about helping improve lives in the communities we serve. By partnering with patient advocacy groups we aim to:

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

In 2022, Cytokinetics and the ALS Association announced a new release of the Pooled Resource Open-Access ALS Clinical Trials (PRO-ACT) database, including data from all our completed ALS trials. The industry's largest ALS dataset, PRO-ACT contains nearly 11,000 de-identified patient records from 23 completed clinical trials. It provides a unique, freely available resource for the scientific community to help find a cure for ALS.

We were pleased to share these data with the ALS community to further research, understanding and potential breakthroughs for people living with this grievous disease. We believe that the community benefits from shared insights, successes and even failures if we are going to ultimately make a difference in the lives of many.

We also provided the initial unrestricted grant that contributed to the formation of the Hypertrophic Cardiomyopathy Medical Society (HCMS), the first ever professional medical society focused only on HCM. One Cytokinetics employee who worked on this effort was awarded the organization's first recognition award at the HCMS inaugural Scientific Sessions.

### Ethical clinical trials

At Cytokinetics, we are steadfast in our commitment to upholding the highest ethical conduct in our clinical trials, led by our Senior Vice President of Development Operations in partnership with our Chief Medical Officer. Institutional Review Boards (IRBs) monitor the ethical conduct of our trials and have the authority to approve, require modification and/or end clinical trials for research conducted under the auspices of the institution with which it is affiliated.

Independent ethics committees, IRBs and health authorities review and approve informed consent forms, protocols and other important clinical trial documents prior to their use. Cytokinetics closely monitors patient safety via the collection and review of data by internal medical monitors, Drug Safety Committees and, for Phase 1 studies, Dose Level Review Committees. For larger studies, we also establish external Data Monitoring Committees as an independent panel of experts who periodically meet during a study to review clinical data.

In addition, patients play an important role in our clinical trials. They have been welcomed on steering committees for several trials — including those for SEQUOIA-HCM, MAPLE-HCM and COURAGE-ALS — and submit invaluable input that informs our activities.

When possible, we also ensure that patients have access to a clinical trial's investigational medicine even after a trial has completed – ensuring a continuity of care that is not always the case in today's clinical trial landscape.

### Clinical trial diversity

In keeping with our focus on patient centricity, it is of utmost importance to Cytokinetics that patients in our clinical trials are representative of the greater population. Ensuring patients from diverse backgrounds join clinical trials is key to advancing health equity. We are proactive in our intentions to ensure that this is the case and strive to have patients in our clinical trials represent a range of genders, ethnicities, socioeconomic statuses and backgrounds.

An example of our commitment to clinical trial diversity and equitable access to healthcare is 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). Our Phase 3 clinical trial enrolled 8,256 patients with heart failure with reduced ejection fraction (HFrEF) who were at risk of hospitalization and death, despite being well treated on standard-of-care therapy. GALACTIC-HF enrolled the largest number of black patients included in a recent HF study. Black patients accounted for 29% of U.S. enrollment, which is particularly noteworthy and appropriate, given the disproportionate effects heart failure has on Black individuals in both incidence and outcome.

### Correcting an imbalance

In 2022, during our Phase 3 clinical trial of *aficamten*, our cardiac myosin inhibitor for the potential treatment of HCM, we recognized that some major clinical trial screening centers were not achieving our preferred level of patient diversity. Upon investigation, we discovered the issue was technology-related; since certain centers in lower-income areas lacked modern equipment, patients in these centers were being erroneously screened out of the trial. We remedied this by investing in rentals of the proper machines for centers that lacked them.

## Product quality and safety

It is critical that patients and providers can rely on the quality of our investigational and potential commercial therapies. We have extensive quality and safety monitoring procedures in place for our clinical trial supplies, led by our Senior Vice President of Regulatory and Compliance. Our comprehensive quality procedures provide for risk management; they also define procedures to regularly validate the quality of investigational therapies and the clinical trial process. This includes:

- Ongoing safety monitoring and reporting
- Careful selection of investigators and sites
- Protocols for selection of external product supply vendors and sites
- Quality surveillance of sites, vendors and internal systems
- Standard operating procedure training on processes for escalation for any issues or reporting
- Regulatory reporting as needed to ensure compliance

A key component of the quality management system is training. We offer extensive training to relevant employees on Good Laboratory Practice (GLP) and Good Clinical Practice (GCP) and Good Manufacturing Practice (GMP) and we ensure our third-party suppliers adhere to Good Manufacturing Practice (GMP).

“Everyone is motivated to do something that will change someone’s life. Commitment to patients is a powerful force within the bloodstream of the company.”

**ROBERT BLUM**  
PRESIDENT & CEO



# ADVANCING A HIGH-INTEGRITY, DIVERSE AND INCLUSIVE CULTURE



**In keeping with our core values, Cytokinetics operates with the highest ethical and professional standards in all our work, and we are committed to diversity, equity and inclusion for all. We recognize that this commitment is critical to the success of our business, as well as to reinforce trust and safeguard our reputation.**

We strive to foster a workplace environment where everyone feels valued and empowered to bring their whole selves to work, and where equity is not just a buzzword, but a reality."

**YULYMAE DINAPOLI**  
VICE PRESIDENT, HUMAN RESOURCES



## Code of ethics and business conduct

At Cytokinetics, our high ethical and professional standards extend to all our relationships and interactions, including those with co-workers, scientific and clinical collaborators, service providers, customers, competitors, government authorities, investors, patients and other stakeholders in our local and broader communities.

To that end, our formal *Code of Ethics and Business Conduct* helps guide us in maintaining the highest ethical and professional standards. Promoting honest and ethical conduct, the code articulates our commitment to ensure full, fair, accurate, timely and understandable disclosures to the SEC and other regulatory agencies, and in other public communications.

### Principal Purposes of our *Code of Ethics and Business Conduct*

- Promote honest and ethical conduct, including ethical handling of conflicts of interest between personal and professional relationships
- Articulate our commitment to ensure full, fair, accurate, timely and understandable disclosure in reports and documents filed with regulatory agencies and submitted in other public communications
- Educate and support compliance with applicable governmental laws, rules and regulations
- Clarify procedures and encourage prompt internal reporting of violations of the Code to appropriate persons of authority within the company
- Ensure understanding of our policies, delineate individual accountability and ensure timely reporting of any violations of the Code to appropriate persons of authority
- Embody principles to which all directors, officers and employees are expected to adhere and advocate

## Training and compliance processes

To ensure full employee compliance with our company's *Code of Ethics and Business Conduct*, we have implemented code of conduct training across the company. Facilitated by the company's Chief Compliance Officer, this annually refreshed course ensures understanding of our policies and delineates individual accountability for adherence to the code. In 2022, our Code training achieved 100% compliance by employees company wide.

We are committed to an environment where open, honest communication is the expectation, not the exception. Our employees are encouraged to approach their supervisor or management when they believe violations of policies or standards have occurred. In situations where employees prefer to report anonymously, they are encouraged to use a third-party Ethics and Compliance Hotline to submit reports relating to violations stated in the Code. We also maintain a non-retaliation policy for any reported concerns to the Hotline or to the Compliance Department. Employees are encouraged to report concerns or good faith questions directly to Compliance via email, phone, or in-person. Guidance related to policies, procedures and employee suggestions and positive stories are also available through internal portals.

## Alignment with PhRMA Code

We are proud to comply not only with our own stringent code of ethics, but also with that of the Pharmaceutical Research and Manufacturers of America (PhRMA) Code, which represents research-based pharmaceutical and biotechnology companies.

The PhRMA Code adheres to the principle that a healthcare professional's care of patients should be based and perceived solely on each patient's medical needs and the professional's medical knowledge and experience. Our alignment with this principle reinforces that our interactions with healthcare professionals are designed to benefit patients and enhance the practice of medicine.

## Humane treatment of animals

To advance new medicines to humans, federal regulatory agencies require evaluation in animal models as part of the R&D process. We recognize this and embrace our moral, ethical and scientific responsibility to ensure the well-being of the animals with which we work. All research animals are cared for under the National Institutes of Health and the National Academy of Sciences Guidelines for the Care





and Use of Laboratory Animals. We meet or exceed all applicable animal care and welfare standards and our research is conducted under the guidance of a properly constituted Institutional Animal Care and Use Committee.

## Supply chain integrity and sustainability

In 2022, we reinforced our supply chain integrity by undertaking a global dual-sourcing initiative. Following an exhaustive search and marketplace evaluation process, we selected additional contract manufacturing capabilities to support our Network Sourcing strategies. This newly broadened portfolio reduces our supply chain risk.

Our expectations of suppliers include being materially aligned with the foundational elements of Cytokinetics' corporate responsibility efforts. In this regard, our strategy is to collaborate with supply chain partners who share our values: a commitment to patient centricity; environmental and energy consciousness; deep community involvement; and a robust, actionable program of diversity, equity, inclusion and respect (DEIR). Those values, backed up with a robust and transparent data reporting and monitoring system, play an essential role in our supplier selection.

In 2023, our goal is to further scale our sourcing network through a comprehensive evaluation of global strategic partners, in support of our fast-growing late-stage pipeline.

### Our Supply Chain Sourcing Process

1. We issue a clear Request for Information (RFI) to potential suppliers to gain an understanding of both their core product manufacturing/ distribution capabilities and their commitment to corporate responsibility and sustainability
2. For a select group of suppliers, we then issue a Request for Proposal (RFP) that solicits more granular information on the above, as well as garnering details and quantifiable performance metrics for the suppliers' sustainability program
3. We rank multiple components of the supplier's operational capabilities and sustainability commitment and assign a weighted numerical score accordingly
4. We consider "softer" qualitative attributes such as company culture, professionalism and communications
5. A cross-functional Cytokinetics team — Supply Chain, Technical Operations, Quality and Finance — conduct a collaborative review of each supplier in making final supplier selection

## Corporate governance

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

Integrity starts at the top, with our Board of Directors, which oversees the business and acts in the best interests of the company and its stockholders. The Board oversees the competent and ethical operation of the company, including establishing and implementing practices and policies in areas of potentially significant risk. The Board composition includes 30% women, and 90% of the Board are independent directors.

The Board also stays abreast of significant political, accounting, environmental, social, governance, legal, regulatory and economic developments that may impact the company's strategic direction.

## Stringent data security

In a field as sensitive as medical research, information security is essential. The loss or corruption of data can derail a potentially promising therapeutic program or lead to brand and reputational damage, operational disruption, disclosure of trade secrets, regulatory penalties and litigation.

At Cytokinetics, we are deeply committed to protecting our data. We have implemented a holistic cybersecurity program that focuses on four security areas: confidentiality, integrity, availability and system operation. The program is overseen by a multidisciplinary Cybersecurity Advisory Board headed by our Chief Information Security Officer. The Board meets quarterly to assess the company's strengths, weaknesses and vulnerabilities and takes action accordingly.

The Cybersecurity Advisory Board has implemented a successful program of cyber-deterrence practices, processes and technologies as well as enacting a number of employee training and awareness initiatives to keep our operations secure and our information protected from intrusion. For example, one program that keeps best practices top of mind involves rewarding employees for positive actions such as avoiding and reporting email malware links.



## A diverse and inclusive culture

Cytokinetics is proud of our reputation as a great place to work. Our positive workplace environment has resulted in a relatively low attrition rate of 9% compared to the US Biopharmaceutical industry average of 23% (AON Data) in 2022, which was a year marked by significant employee mobility across all industries.

Cytokinetics was certified as a Great Place to Work in 2022 and cited by *Fortune* magazine as a “Best Workplace in BioPharma” and “Best Workplace in the Bay Area” in 2022, and by the *San Francisco Business Times* as a “Best Place to Work” in 2021 and 2022.



## Committed to human rights

Cytokinetics respects fundamental human rights and believes every person deserves to be treated with dignity. In addition to treating each member of our own workforce with the utmost respect, we will not knowingly work with vendors engaged in human trafficking, child labor or other violations of human rights.

## Attracting top talent

Maintaining our reputation as a company people want to join and partner with requires a constant infusion of talent and we are committed to filling our talent pipeline and attracting the next generation of company leaders via our Early Talent Initiative.

One component of this initiative is the annual Cytokinetics Internship Program, which shepherds the next generation of biotech professionals. Through this program, we aim to provide a challenging and rewarding experience to build a strong foundation for students wishing to pursue a career in the biopharmaceutical industry.

Another core part of our Early Talent Initiative is our Postdoctoral Fellows Program which launched in early 2023 and will continue to roll-out throughout the year. This program was established to train the next generation of scientists entering the biotech and academic research community and to further our research and innovation in hopes of fueling further discovery of potential new medicines for cardiovascular and neuromuscular diseases.

## Developing employee skills

Talent development is a key priority at Cytokinetics. We are proud of our programs designed to give employees the skills and tools to grow and succeed in the workplace.

These include:

- Individual Development Plans (IDPs) which prompt employees to identify their career aspirations and strengths and craft a career roadmap to achieve their goals
- Career Matrices are available to serve as a guide detailing the requirements and competencies for employees looking to advance their careers
- Leadership Training Program which features workshops and trainings to help employees become effective leaders and managers
- Mentorship Program, being piloted in 2023, which matches employees with company leaders who guide and advise them on their career goals and aspirations

Responding to our employees' thirst for knowledge, we offer internal educational sessions as part of our talent development initiative. Through our Cyto Science Series Program, employees learn from their colleagues about multiple facets of the company's efforts in different therapeutic areas. Lunch-and-Learn presentations and other internal learning opportunities are other ways we share information. We also promote our employees' development by financially supporting their attendance of external conferences and workshops that will help them grow their careers and specialties.

“At Cytokinetics I feel supported and empowered to develop my skills and take on new challenges. The programs offered to employees have provided me the opportunity and atmosphere to grow as a professional and advance in my goals.”



**JARIC SAWATDEE**  
SENIOR RESEARCH ASSOCIATE,  
SAMPLE MANAGEMENT

## Respect and inclusiveness

A key reason employees join Cytokinetics and stay is due to our unique culture. We believe that a commitment to a diverse, inclusive and respectful workplace goes beyond what is right to do; it is the very foundation of a successful, creative and science-driven company.

Mutual respect among colleagues permeates throughout the company — and is most evident in strategies that close the gap between levels of the organization. We are proud to operate in a manner that allows employees to look past traditional hierarchy and seamlessly collaborate with one another. In addition, employees at every level have access to senior leadership. And, in our ongoing pursuit of full transparency, the company's strategy, plans and information are shared with the entire workforce.

To support our goal of being a company that attracts, retains and develops a diverse community of colleagues impassioned by our purpose to improve the lives of patients, we have established a company-wide Diversity, Equity, Inclusion and Respect (DEIR) initiative that strives to create an



inclusive culture in which diversity is recognized and valued. We also focus on increasing awareness and understanding of different cultural observances such as Mardi Gras, Diwali, Black History Month, Women's History Month, Pride Month and Hispanic Heritage Month, to name a few.

Our DEIR initiative is led by the company's DEIR Council, comprised of leaders across the business, who oversee the four underlying, function-specific committees within the Council: Organizational Assessment, Recruiting & Hiring Practices; Celebration, Education & Learning Together; and Community Outreach.

Our DEIR initiative increases diversity awareness through:

### Organizational Assessment

- Gathering and analyzing diversity demographic data at the organization and department level
- Understanding our baseline/pulse of the organization and gaps to help inform the other DEIR Committees
- Expanding on DEIR data capture and sharing internally and externally

### Recruiting & Hiring Practices

- Expanding early talent development pipelines
- Increasing diversity of applicants and of interview panels
- Employing veteran applicant training and creating additional intake meeting questions to identify when military backgrounds can benefit
- Expanding our reach with organizations that impact our early talent programs and entry level recruitment
- Hiring leaders accepting responsibility for diversity throughout interviewing experience
- Crafting job descriptions to ensure inclusiveness to a broader range of candidates

### Celebration, Education & Learning Together

- Acknowledging and recognizing cultural and heritage observances, and celebrating those in the organization
- Sharing stories across the organization and highlighting perspectives
- Providing training for team members to increase knowledge on why DEIR matters

### Community Outreach

- Forming partnerships with schools and organizations to promote education and support career development
- Organizing 19 events throughout 2022, with over 100 volunteers and 250+ volunteer hours
- Volunteering to help organizations combat homelessness and food insecurity
- Partnering with Habitat for Humanity to help build homes in the San Francisco Bay Area
- Participating in food drives and providing donations to help pack, sort and distribute groceries to those in need

For example, in 2022 we launched our first Employee Resource Group (ERG), The Cytokinetics EmpowHERment Network, an employee resource group open to all women at Cytokinetics who gather periodically to share their insights and ideas to support career development and drive change.

The Cytokinetics EmpowHERment Network is the first of many Cytokinetics ERGs to come, an initiative that aims to create cohort-specific employee groups to further inclusion and engagement amongst employees.



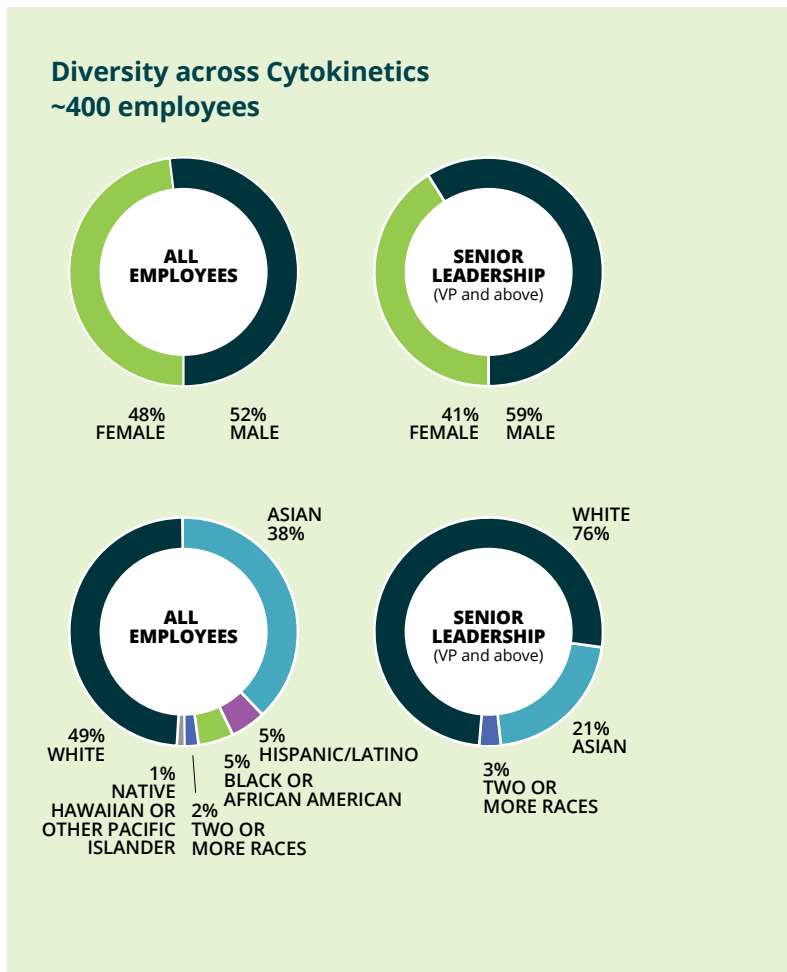
## Diversity in hiring

Recognizing the importance of gender and racial diversity among our 400-strong workforce, we strive to build a diverse employee population, with representation from women and underrepresented groups that aligns with or exceeds industry benchmarks.

To achieve this goal, we actively pursue diversity in our recruiting and hiring practices.

Examples include:

- Partnerships and outreach programs with universities and organizations that champion hiring underrepresented groups, including female and Black/African American, Hispanic/Latin American, American Indian, Native Hawaiian or other Pacific Islander and veteran populations
- Interviewing a diverse group of candidates, and training of interviewers on candidate evaluation, consideration and selection; through these activities, in 2022 we saw a 52% year-over-year increase in diverse hiring (increasing our representation in each diversity category)
- Expanding targeted outreach to academic institutions to identify underrepresented and diverse students for internships and post-doctorate programs



## Rewarding our workforce

We strive to ensure that our employees feel recognized, valued and appreciated and offer generous, comprehensive and competitive compensation and benefits packages with attention to transparent pay equity. In addition, we've partnered with Financial Finesse — the country's leading independent provider of unbiased workplace financial wellness benefits — to equip our employees with tools and personalized coaching to navigate and optimize financial planning.



### Cytokinetics' benefits package includes:

- Medical and pharmacy plan
- Dental and vision plans
- Life insurance and short-term/long-term disability
- Voluntary plans
  - Health and dependent flexible spending accounts
  - Commuter benefits
  - Legal insurance
  - Pet insurance
- Financial wellness program
  - 401(k) retirement savings plan
  - Education assistance program
  - Health savings accounts
- Work/life balance program
  - Hybrid work schedule
  - Flexible Fridays
  - Extended family and medical leave
- Employee assistance program
- Adoption assistance

Each year, we honor employees' milestone anniversaries with the company — five, 10, 15 and 20 years — with tax-free premier gift catalog awards. For other work anniversaries, we make donations to employee-selected charities in their names under our Employee Anniversary Awards Program.

As the post-pandemic workplace evolves, we continue to monitor and adapt to it in real time. For the past two years, we have offered a hybrid schedule for office-based employees which allows them to split time between onsite and remote work environments. That said, we recognize the value of face-to-face engagement and collaboration to foster innovation and creativity.

## A safe workplace

The Cytokinetics Workplace Safety Program promotes a safe and healthy environment for all employees. We continually monitor safety issues in the workplace, and work to remedy them in short order.

The program is managed by the Facilities and Employee Health & Safety (EH&S) Department and overseen by the company's Safety Committee, which comprises members from across the organization. Each quarter, the heads of the Committee compile and assess any incidents that occurred in the previous 90 days and discuss ways to enhance safety measures and features.

We're committed to responsible environmental actions. All waste products and hazardous materials are treated, stored, handled and disposed of in full compliance with all laws, regulations and company practices. Unsafe storage or improper release of a potentially toxic or hazardous material is reported promptly to a manager, Legal Department and/or Facilities and EH&S Department.

### 2022 safety highlights

Recordable injury rate (per 200,000 hours worked): **0**

Lost time injury rate (per 200,000 hours worked): **0**

# SUPPORTING SUSTAINABLE COMMUNITIES



At Cytokinetics, we are committed to being a positive influence on the communities in which we live and work. This includes operating an environmentally sustainable business as we grow, which is especially relevant as a California-based company that adheres to stringent state and local regulations, as well as supporting local community organizations that enrich and improve our local communities.

## Our environmental sustainability approach

We are pleased to report our greenhouse gas (GHG) emissions for the first time in this report. We recognize that tracking emissions is a critical aspect of climate change management and are committed to reporting our results annually moving forward.

In 2022, our initial year of gathering GHG emissions data, we engaged with a leading carbon analytics and management company, to measure and analyze our GHG emissions and electricity use. Our next steps for 2023 will be to analyze our areas of greatest impact and identify ways to further reduce our GHG emissions and energy use.

### 2022 Greenhouse Gas (GHG) Emissions, Energy Use, Water Consumption and Waste

(as of Dec. 31, 2022)                      Amount      Per employee

#### GHG emissions

(metric kilotons CO2e)

Scope 1*	0.67	0.0016
Scope 2**	0.83	0.002
<b>Total Scope 1 and 2</b>	<b>1.50</b>	<b>0.0036</b>

#### Water consumption

(millions of gallons)

Water use	0.99484
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#### Non-hazardous waste disposal (tons)

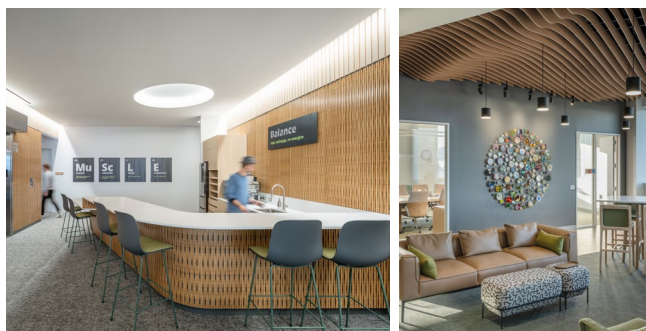
Landfilled	200.8 (est.)
Recycled	72.2 (est.)

**Total non-hazardous waste                      273.0 (est.)**

#### Hazardous waste disposal (tons)

Hazardous waste	12.9 tons
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\*fuels, natural gas, refrigerants    \*\* electricity use



### Our Eco-friendly Corporate Headquarters

In keeping with our commitment to a cleaner and greener planet, Cytokinetics' new headquarters building in South San Francisco, California, is LEED Gold-certified. Its innovative Automated Logic Controls Building Management System allows building personnel to manage energy consumption in every lab, private office and open office area in the facility. Smart thermostats detect motion in each zone and manage ventilation accordingly.

Our laboratory fume hoods use Critical Room Control exhaust valves that moderate incoming air and control hood exhaust based on the height of the fume hood sash. All hoods are equipped with automatic sash closers that activate whenever a researcher steps away from their hood.

All building fixtures have high-efficiency LED lamps, and light fixtures near windows have automatic controls that turn off or dim the lamp based on natural light entering the area. All rooms have occupancy sensors that turn off lights when people leave.

Finally, our restrooms feature highly water-efficient touchless faucets and low-flow toilets.





Cytokinetics employees participating in the ALS Association Golden West Chapter's Walk to Defeat ALS

## Community engagement and outreach

Employees across the company are incentivized to contribute to a mission that is much bigger than themselves. We provide away-from-work time to engage directly with our communities through volunteerism, fundraising and awareness activities.

One example of employee volunteerism is our DEIR Community Outreach program, a company-wide program aiming to increase future diversity in the biotech industry. We team with STEM-related schools and non-profit organizational programs whose objectives support education and career development initiatives that can help increase diversity in the biotech industry.

In 2022, we were proud to have expanded our partnerships and mentorships in these organizations with quarterly volunteer opportunities, supporting youth from

underrepresented groups to develop skills that help them reach their educational and career goals. Among the organizations we support is the Breakthrough Collaborative ([breakthroughcollaborative.org](https://breakthroughcollaborative.org)), which works with traditionally underrepresented students to achieve post-secondary success and empowers aspiring leaders to become the next generation of educators and advocates.

**\$2M**

In 2022, we donated a total of nearly \$2 million to non-profit organizations whose missions and initiatives we support.



Cytokinetics employees volunteering to pack 100+ backpacks with school supplies for children in the Bay Area

## Community partnerships

As a business that has been rooted in the local community for 25 years, we believe that it is essential to give back by participating, supporting and engaging with the community. We take pride in encouraging our employees to participate in various events around the Bay Area, including local and national awareness events, fundraisers and volunteering opportunities that aim to serve the communities we care about. By doing so, we hope to foster a strong connection between our company and the community we call home.

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

We also partner with Habitat for Humanity to help build homes in the Bay Area, and we work closely with Second Harvest Food Bank, a non-profit organization dedicated to addressing food insecurity. In collaboration with Second Harvest Food Bank, our employees help collect donations and participate in food drives to help pack, sort and distribute hundreds of grocery packages to those in need.

We also have supported education and career development programs at local community colleges and non-profit organizations.

## Community partnership events in 2022

### Breakthrough Collaborative San Francisco Chapter

- Summer program setup
- Career day
- Application support day
- Career exploration workshop

### Breakthrough Collaborative Silicon Valley Chapter

- Career day
- Resume review workshop

### Cañada College

- Semester-long mentorship program
- On-site lab tour and career panel for STEM students

### City College of San Francisco

- Spring virtual speed networking
- Virtual interview practice
- Spring virtual biosymposium
- Spring mock interviews
- Winter mock interview workshop
- Semester-long research internship sponsorship

### Students Rising Above

- Virtual interview skills winter workshop
- Virtual reverse career day

### Techbridge Girls

- Expanding your horizons conference

### Eastside College Prep

- Virtual interview informational day

### Jefferson Union High School

- Career and college fair

# 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 2022 performance.

Category	Code	Accounting Metric	Information
<b>Safety of Clinical trial participants</b>	<b>HC-BP210a.1</b>	Discussion, by world region of management process for ensuring quality and patient safety during clinical trials	For details, see <b>Ethical clinical trials</b>
	<b>HC-BP-210a.2</b>	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in 1) Voluntary Action Indicated (VAI) and 2) Official Action Indicated (OAI)	No sponsor inspections related to clinical trial management and pharmacovigilance resulted in VAI or OAI
<b>Access to Medicines</b>	<b>HC-BP-240a.1</b>	Description of action and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	N/A
	<b>HC-BP-240a.2</b>	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	N/A
<b>Affordability &amp; Pricing</b>	<b>HC-BP-240b.1</b>	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	N/A
	<b>HC-BP-240b.2</b>	Percentage change in 1) average list price and 2) average net price across US product portfolio from previous year	N/A
	<b>HC-BP-240b.3</b>	Percentage change in 1) list price and 2) net price of product with largest increase compared to previous year	N/A
<b>Drug Safety</b>	<b>HC-BP-250a.1</b>	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	No products listed
	<b>HC-BP-250a.2</b>	Number of fatalities associated with products as reported in the FDA AERS	N/A
<b>Counterfeit Drugs</b>	<b>HC-BP-260a.1</b>	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A
	<b>HC-BP-260a.2</b>	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	N/A
	<b>HC-BP-260a.3</b>	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None

## SASB Index (Continued)

Category	Code	Accounting Metric	Information
<b>Ethical Marketing</b>	<b>HC-BP-270a.1</b>	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No losses related to false claims
	<b>HC-BP-270a.2</b>	Description of code of ethics governing promotion of off-label use of products	N/A
<b>Employee Recruitment, Development &amp; Retention</b>	<b>HC-BP-330a.1</b>	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	For details, see <b>Attracting top talent</b>
	<b>HC-BP-330a.2</b>	1) Voluntary and 2) Involuntary turnover rate for (a) executive/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Average employee turnover in 2022 was 9% and voluntary turnover was 6%
<b>Supply Chain Management</b>	<b>HC-BP-430a.1</b>	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit program for integrity of supply chain and ingredients	Not reported
<b>Business Ethics</b>	<b>HC-BP-510a.1</b>	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Cytokinetics has never incurred losses as a result of bribery or corruption legal proceedings
	<b>HC-BP-510a.2</b>	Description of code of ethics governing interactions with health care professionals	For details, see <b>Code of ethics and business conduct</b>
<b>Activity Metrics</b>	<b>HC-BP-000.A</b>	Number of patients treated	Products are still development-stage
	<b>HC-BP-000.B</b>	Number of drugs in portfolio and research and development (Phase 1-3)	Visit <a href="https://www.cytokinetics.com/pipeline">cytokinetics.com/pipeline</a> for the latest review of therapies in development

## Forward-Looking Statements

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

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

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

Follow @cytokinetics



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