

**CHARTER FOR THE
COMPENSATION & TALENT COMMITTEE
OF THE BOARD OF DIRECTORS
OF
CYTOKINETICS, INCORPORATED**

PURPOSE:

The purpose of the Compensation & Talent Committee (the “Committee”) of the Board of Directors (the “Board”) of Cytokinetics, Incorporated (the “Company”) shall be to:

- (a) oversee and administer the Board's responsibilities to ensure processes and programs are in place to appropriately attract, motivate, reward and retain top talent to the Company's executive officer ranks. The Committee has overall responsibility for approving and evaluating the executive officer compensation plans, policies and programs of the Company;
- (b) administer the Company’s stock option plans, stock purchase plans, restricted stock plans and any other equity incentive plans adopted by the Company; and
- (c) provide disinterested administration of any employee benefit plans in which executive officers of the Company are eligible to participate.

The Committee is also responsible for completing an annual report on Section 16 executive’s compensation for inclusion in the Company's proxy statement and reviewing and discussing with management the Company’s disclosures contained under the caption “Compensation Discussion and Analysis” for use in any of the Company’s annual reports on Form 10-K, registration statements, proxy statements or information statements. The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. The approval of this charter of the Committee by the Board shall be construed as a delegation of authority to the Committee with respect to the responsibilities set forth herein.

In addition, the Committee will undertake those specific responsibilities listed below and such other duties or responsibilities as the Board may from time to time prescribe.

COMMITTEE MEMBERSHIP AND ORGANIZATION:

The Committee will be appointed by and will serve at the discretion of the Board. The Committee shall consist of no fewer than two non-employee members of the Board. The members of the Committee shall meet the (i) independence requirements under the Nasdaq Listing Rules applicable to compensation committee members, as in effect from time to time, when and as required under the Nasdaq Listing Rules, (ii) non-employee director definition of Rule 16b-3 promulgated under Section 16 of the Securities Exchange Act of 1934, as amended, and (iii) the outside director definition of Section 162(m) of the Internal Revenue Code of 1986, as amended. The Committee’s

chair (the “Chair”) shall be appointed by the Board on the recommendation of the Nominating and Governance Committee of the Board (the “Nominating and Governance Committee”).

COMMITTEE RESPONSIBILITIES AND AUTHORITY:

- The Committee shall annually review and approve for the Company’s Chief Executive Officer and the Section 16 executive officers of the Company (a) the annual base salary, (b) the annual incentive bonus, including the specific goals and amount, (c) equity compensation, (d) employment agreements, severance arrangements, and change in control agreements/provisions, and (e) any other benefits, compensation or arrangements.
- The Committee may make recommendations to the Board with respect to incentive compensation plans, including reservation of shares for issuance under employee benefit plans.
- The Committee, in consultation with outside consultants, shall review and recommend annually to the Board for its approval the compensation, including cash, equity or other compensation, for members of the Board for their service as (a) a member of the Board, (b) a member of any committee of the Board, (c) a chair of any committee of the Board and (d) the chairman of the Board. The Committee will consider the Nominating and Governance Committee’s periodic review of the effectiveness of the operation of the Board and its committees in connection with the Committee’s review and recommendations with respect to the Company’s directors’ compensation.
- The Committee shall annually review the performance of the Company’s Chief Executive Officer.
- The Committee may make recommendations to the Board on the Company’s executive compensation practices and policies, including the evaluation of performance by the Company’s executive officers and issues of management succession.
- The Committee shall review rewards and development plans for non-officer key contributors on a periodic basis.
- The Committee shall assess, at least annually, whether the risks arising from the Company’s compensation policies and practices for its employees are reasonably likely to have a material adverse effect on the Company.
- The Committee may review the Company’s compliance with employee benefit plans.
- The Committee may form and delegate authority to subcommittees when appropriate.
- The Committee shall make regular reports to the Board.
- The Committee shall review and reassess the adequacy of this charter of the Committee annually and recommend any proposed changes to the Board for approval.

- The Committee shall have authority, in its sole discretion, to retain, terminate or obtain advice and assistance from internal or external legal, accounting, compensation or other advisors it deems necessary or appropriate in carrying out its duties, but only after taking into consideration the factors specified in Nasdaq Listing Rule 5605(d)(3), or any successor provision. However, nothing in this provision requires that any advisors be independent, and the Committee need not conduct this independence assessment with respect to: (a) in-house legal counsel, or (b) any advisor whose role is limited to (i) consulting on any broad-based plan that does not discriminate in scope, terms, or operation in favor of executive officers or directors of the Company and that is available generally to all salaried employees; or (ii) providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the advisor and about which the advisor does not provide advice. The Committee shall have authority to determine appropriate compensation for any such advisors retained by the Committee, which reasonable compensation shall be funded by the Company.

COMMITTEE MEMBER COMPENSATION:

Members of the Committee shall receive such fees, if any, for their service as Committee members as may be determined by the Board in its sole discretion. Such fees may include retainers, per meeting fees and fees for service as Chair of the Committee. Fees may be paid in such form of consideration as is determined by the Board.

Except as permitted under applicable laws and the rules and regulations of the Securities and Exchange Commission and the Nasdaq Listing Rules, members of the Committee may not receive any compensation from the Company except the fees that they receive for service as a member of the Board or any committee thereof or as chairman of the Board or chair of any committee of the Board.

DELEGATION OF AUTHORITY:

The Committee may delegate its authority in connection to matters that fall within its purview to member(s) of the Committee or subcommittees formed by the Committee.

Approved February 12, 2020