

Corporate Responsibility Summary



Changing lives by changing
the course of blood cancer



Overview

Responsible Business and Corporate Citizenship Strategy at Geron

Geron's mission is to change lives by changing the course of blood cancer. Our dedicated team leverages the pioneering science of telomerase inhibition with the goal of developing and delivering new therapies for people with hematologic malignancies. While we carry out this important mission, we also endeavor to make a broader positive impact through how we conduct our business, engage our stakeholders and create value for shareholders. We look forward to all that is ahead for Geron and the treatment of patients with blood cancers.

Oversight

The Nominating and Corporate Governance Committee oversees our responsible business and good corporate citizenship efforts. Our entire Board oversees our corporate governance, risk management and key business strategies, as described on Page 9 in this report. The Board is updated periodically about environmental, social and governance (ESG)-related activities.

Our ESG initiatives are driven by a cross-functional working group of employees and members of management from across the organization, including corporate communications, finance, human resources, legal, investor relations, and commercial.

Pillars



Healthier People

Serving Blood Cancer Patients and Those Who Care for Them



Human Capital

Fostering and Maintaining a Strong, Healthy Culture



Governance

Governing with Integrity and Impact

Healthier People

Serving Blood Cancer Patients and Those Who Care for Them

We are passionate about improving treatment options for patients with blood cancer. Our science, expertise and commitment to transforming the treatment landscape for blood cancers drives our urgency to deliver innovative therapies to patients and support healthcare practitioners (HCPs) and caregivers.



RYTELO (imetelstat) is the first and only telomerase inhibitor approved in the U.S. and Europe. RYTELO received U.S. Food and Drug Administration (FDA) approval in June 2024 for the treatment of adult patients with lower-risk myelodysplastic syndromes (LR-MDS) with transfusion-dependent anemia requiring four or more red blood cell units over eight weeks who have not responded to or have lost response to or are ineligible for erythropoiesis-stimulating agents (ESA).

The NCCN Clinical Practice Guidelines in Oncology (NCCN Guidelines®) for MDS include imetelstat (RYTELO) for the treatment of symptomatic anemia in patients with lower-risk MDS, recommending imetelstat (RYTELO) as a NCCN Category 1 and 2A treatment of symptomatic anemia in certain patients with lower-risk MDS.¹

Additionally, RYTELO received European Commission approval of RYTELO in March 2025 as a monotherapy for the treatment of adults with transfusion-dependent anemia due to lower-risk MDS. Geron is planning to commercialize RYTELO in select EU countries beginning in 2026 and is exploring opportunities to make RYTELO available to eligible patients through Expanded Access Programs (EAP).

Addressing Lower-risk MDS Treatment Challenges

Lower-risk MDS is a blood cancer that often progresses, requiring patients to manage increasingly burdensome symptoms such as anemia and resulting fatigue. Many lower-risk MDS patients with symptomatic anemia frequently become red blood cell transfusion dependent. Many patients with lower-risk MDS progress and do not respond well to current treatments.

Please see RYTELO (imetelstat) full Prescribing Information, including Medication Guide, available at https://pi.geron.com/products/US/pi/rytelo_pi.pdf.

Increasing Access



Patient Access

The REACH4RYTELO Patient Support Program offers many resources to support access and affordability for eligible RYTELO patients. Access support includes assistance related to benefits investigations, prior authorizations, and insurance appeals. Our patient assistance program provides eligible patients in need with medication free of charge. Our patient affordability programs aim to close the gap for eligible patients between the cost of medication and infusions and the patient's ability to pay.



Prescriber Support

Our prescriber resources are intended to facilitate patient access to RYTELO. Our Field Reimbursement teams and resources provide information on ordering RYTELO, coverage and reimbursement, and patient support. Our Medical Affairs team supports the education of healthcare providers through exchange of scientific information.



Payors

We engage government and commercial payors to ensure broad access to RYTELO.

¹Referenced with permission from the NCCN Clinical Practice Guidelines in Oncology (NCCN Guidelines®) for Myelodysplastic Syndromes V.2.2025. © National Comprehensive Cancer Network, Inc. 2025. All rights reserved. Accessed April 15, 2025. To view the most recent and complete version of the guideline, go online to NCCN.org. NCCN makes no warranties of any kind whatsoever regarding their content, use or application and disclaims any responsibility for their application or use in any way.

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Patient Advocacy

We strive to positively impact our communities through our compassion for patients, service to the community and corporate values. We are committed to transforming patients' lives through our activities.



Engagement Highlights

Our commitment is demonstrated through our community involvement, including the following activities:

- Participating in and sponsoring the MDS Foundation's Move for MDS walks in various cities intended to support awareness building and research for myelodysplastic syndromes
- Supporting the MDS Alliance, such as through attending a global meeting during MDS World Awareness Day
- Joining the American Society of Hematology (ASH) Foundation's Run/Walk
- Raising support and walking in The Leukemia & Lymphoma Society's Light the Night event to honor and remember those affected by blood cancer and fund lifesaving research, advocacy and support for patients

Healthier People

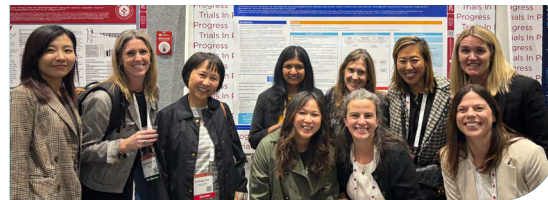
Clinical Trials and Pipeline

Imetelstat is being investigated in clinical trials for the treatment of hematologic malignancies, and Geron is advancing a next generation preclinical telomerase inhibitor program. View our [full pipeline](#).

Medical Affairs Highlights

We actively support the dissemination of medical information at scientific, medical and industry conferences by:

- Issuing posters and oral presentations
- Attending medical meetings
- Providing grant funding to independent medical education symposia
- Participating in industry events, panels, and discussions



Healthier People

Relevant Policies and Procedures

Clinical Trial Research

Geron has several policies and standard operating procedures that govern the registration, execution and oversight of all Geron sponsored clinical trials.

Ethical Product Marketing, Interactions with Customers

Geron's policies are designed to ensure that all interactions with healthcare professionals and patients comply with applicable laws and regulations, as well as the principles set forth in PhRMA's Code on Interactions with Health Care Professionals. Geron is committed to ethical engagements with health care professionals, only contracting for necessary services at fair market value rates, and complying with all relevant anti-kickback and anti-bribery laws.

Interactions with Patients

Geron communicates with patients and caregivers to show support, increase disease awareness and understanding, and ensure that information is available about clinical trials and treatment options. Geron places a strong emphasis on ensuring that its interactions with patients are thoughtful, transparent, and do not interfere with the relationship between patients and their healthcare providers. Our policies are designed to ensure that all interactions with patient organizations comply with applicable laws and regulations, as well as the principles set forth in PhRMA's Principles on Interactions with Patient Organizations.

Patient and Product Quality and Safety; Counterfeit Drugs

Geron is committed to patient safety. Our policy is to comply with applicable requirements of local regulatory agencies. We have implemented serialization practices into our supply chain to identify counterfeit product and adhere to the Drug Supply Chain Security Act (DSCSA) in the U.S.

Quality Management System (QMS)

Geron's QMS is a comprehensive framework that is designed to ensure the quality and safety of our product throughout its lifecycle. It encompasses policies, procedures and processes designed to maintain consistent high quality, from starting materials and drug substance to the final product. Geron conducts regular audits of our external partners to ensure compliance with regulatory requirements, and we review our internal quality standards on an ongoing basis to implement the latest best practices. Adverse events and product complaints from our patients and partners worldwide are collected, monitored and reported through Geron's robust pharmacovigilance and quality systems. Our internal quality and pharmacovigilance teams oversee trainings on reporting requirements and processes for employees, consultants and external partners to support the collection and communication of relevant product quality and safety information to regulators, patients and providers in an accurate and efficient manner.

Human Capital

Fostering and Maintaining a Strong, Healthy Culture

We strive to shape a culture of belonging and inclusiveness that respects co-workers, values employees' health and well-being, facilitates transparency, and fosters professional development as we carry out our mission.

Values

Our values reflect who we are and the way our employees interact with one another, our partners and our shareholders. They guide our decisions, relationships, ethos and communications and play a significant role in our success.

Culture

We value an inclusive and diverse workplace because we believe having a team of people with wide-ranging backgrounds, experiences, perspectives and skillsets enhances our culture and is integral to our long-term success.

We regularly review employee engagement scores, total rewards benchmarking, participation rates and satisfaction scores for internal training, turnover rates and exit interview results to guide our human capital management efforts.

Professional Development

We support employee growth and development in various ways, including with group training, individual mentoring and coaching, conference attendance and tuition reimbursement. We also utilize a tool called Insights Discovery to understand personality preferences, improve communication and enhance team dynamics. To implement adoption of Insights Discovery, we provided all functional team leaders with 1:1 coaching, and we launched a cohort of 20 employees participating in a six-month manager training and development course.

Our Core Values



Pioneering Pathways

Pioneering innovative blood cancer therapies requires forging new pathways in science and in how we work. We believe positive disruption and transformation comes through continuous learning and seeking opportunities for growth.



Better Together

Our differences make us stronger. Constructive discourse and collaboration among people with diverse backgrounds, experiences, and strengths bring us new perspectives and insights that elevate our work.



Always Authentic

Our 'work hard/care hard' culture is rooted in authenticity and respect. We act with good intent and are real with each other. We are passionate about our mission, honest with our feedback, respectful of people and welcoming into their authentic selves.



Purpose-driven

At Geron, every individual in every role can meaningfully contribute to our effort to change patients' lives. We believe in the power of telomerase inhibition and are focused on bringing novel medicines to patients as quickly as possible, always acting ethically and with integrity.

Human Capital

Health and Wellness Benefits

We promote our employees' health and wellness through a range of benefits. These include reimbursement for certain wellness costs and external support from our employee assistance programs and mental wellness services, which covers therapy and/or coaching for our employees and their dependents, including high school and college-aged children.

Connectivity

We find value in facilitating productive, social and energizing in-person connections to enhance our hybrid workforce program. These activities include:

- Summer connectivity event – ‘Where will your GERNy take you?’
- Patient advocacy organization events
- Regular in-office meetings for some teams
- Annual offsites/team-building events

Employee Recognition

Since 2021, we have utilized a peer-centric employee recognition program to empower employees to champion our workplace culture and values and promote direct praise to peers. In addition, we have implemented a reward program that enables managers to recognize employees who have demonstrated exceptional performance.

Community Volunteering

All of our employees are eligible to receive one paid volunteer day each year. We also support staff-wide events, including with local organizations providing a range of services. For example, our team volunteered at Samaritan House of San Mateo in California and the SAVE, A Friend to Homeless Animals in New Jersey.

Engagement Surveys

We survey our employees to solicit rich feedback to make Geron a great place to work. Employee participation was above the life sciences - biotechnology response rate benchmark.

Top feedback included:



Meaningfulness

“My job makes me feel I’m a part of something meaningful”



Supportive Managers

“My People Manager cares about my concerns”



Values

“Geron operates by strong values”

Human Capital

Recruiting

We believe that our ability to attract highly skilled and talented employees in a competitive labor market is enhanced by cultivating a workplace culture of inclusivity and belonging, providing competitive compensation and benefits programs and supporting employee career development and related management training. To that end, we continue to invest resources and energy into being an employer of choice— attracting and engaging individuals who are innovative, curious, driven, diligent, collaborative and of the highest integrity and ethics.

Geron's recruitment involves adopting a holistic approach to talent acquisition, with a focus on ethical and responsible practices. It encompasses sourcing candidates who align with our organization's values and purpose, treating candidates with respect throughout the recruitment process, promoting access to hiring opportunities and considering the entire candidate experience. This includes creating a positive and inclusive recruitment environment, where all candidates are seen and evaluated fairly. By fostering an inclusive culture, we can attract a wide range of talent and benefit from diverse perspectives and ideas.

Workplace Awards and Recognitions



*2024 Finalist:
BioPharma*



*Most Anticipated Drug
Launches of 2024*

Governance

Governing with Integrity and Impact

We are committed to excellence in corporate governance, risk management and business practices. We believe our approach safeguards our accountability to the long-term interests of patients with blood cancer, our shareholders, team and other stakeholders.

Board

Leadership

All of our current Board directors are independent, other than the CEO. Our Chair of the Board is independent and has clearly delineated duties and authority. Our Audit Committee meets regularly, including meeting with the independent directors.

Committees

- **Audit Committee:** oversees our accounting and financial reporting processes, including the audits of our financial statements by our independent accounting firm, reviews the adequacy and effectiveness of our information and cybersecurity policies, and internal controls regarding finance, accounting, financial reporting, public disclosures, and information security; meets periodically with members of management, our independent auditors and the head of our Information Technology function to understand our policies and procedures with respect to risk assessment and risk management, including information and cybersecurity risks
- **Compensation Committee:** annually reviews each executive's demonstration of our corporate values—authenticity, accountability, excellence, integrity and respect—in connection with annual compensation decisions; meets approximately quarterly with our Chief People Officer to review our human capital management activities
- **Nominating and Corporate Governance Committee:** identifies and evaluates qualified director candidates; advises the Board on selection of nominees for director elections and recommends Board committee assignments; reviews responsible business, corporate governance and good corporate citizenship strategies, documents, policies and procedures
- **Strategic Committee:** oversees the development, with the CEO and other management, of Geron's long-range strategic objectives and business development strategic planning; reviews and evaluates Geron's specific strategic initiatives and transactions, including the terms, risks and opportunities relating to those initiatives and transactions

Practices

We frequently review our practices, including:

- Our full Board and individual Board committees provide risk oversight
- Members of the Board and each Board committee annually perform anonymous self-evaluations reviewed by the Nominating and Corporate Governance Committee
- Our Board annually approves corporate budget spend
- Our Board and committees may engage outside advisors independently of management
- Stockholders can communicate with the Board in writing and deliver the communication in person or through mail

Governance

Diversity

We prioritize having a Board with a diversity of expertise, skills, perspectives and experiences in areas that are relevant to our business and the needs of the Board. As part of the director search process, the Nominating and Corporate Governance Committee endeavors to consider qualified candidates who meet the relevant business and search criteria and seeks candidates with diversity of personal backgrounds, perspectives and experiences.

Compensation

Our Board maintains a performance compensation philosophy. To minimize risk and provide regular oversight, the Compensation Committee annually evaluates our compensation philosophy. Our robust compensation-setting process includes:

- Setting annual base salaries consistent with the responsibilities of our executive management team and access to market comparables to ensure that our executive management team is not motivated to take excessive risks to achieve a reasonable level of financial security
- Establishing corporate goals for our annual performance-based bonus program that are consistent with our annual operating and strategic plans and are designed to achieve a proper risk/reward balance without excessive risk taking
- Including clawback provisions in our employment agreements for each member of our executive management team
- Requiring any member of the executive management team to forfeit their entire annual performance-based bonus if determined that they engaged in any misconduct intended to affect the payment of their annual performance-based bonus, or has otherwise engaged in any act or omission that would constitute cause for termination of his or her employment, as defined by his or her employment agreement
- Granting equity compensation primarily in the form of stock options and restricted stock units subject to multi-year vesting, the value of which depends on the performance of our stock price, to encourage our executive management team to take a long-term view of our business
- Having an independent compensation consultant report directly to the Compensation Committee

Governance

Stockholder Rights and Accountability

Although directors are elected by a plurality of votes cast, we maintain a director resignation policy that requires any director nominee who receives more withhold votes than for votes in an election to submit an offer of resignation for consideration by the Nominating and Corporate Governance Committee and thereafter, the Board determines whether or not to accept the director's resignation.

Code of Business Conduct and Ethics

Our [Code of Business Conduct and Ethics \(Code\)](#) reflects the business practices and principles of behavior that support our commitment to maintaining high standards of business conduct and ethics. The code outlines guiding principles and policies related to compliance with health care laws and regulations, product quality, pharmacovigilance and regulatory compliance, privacy and information security policies, and anti-harassment and anti-discrimination policies. All our directors, employees and members of our executive management team are required to adhere to the Code. Employees are required to report any conduct they believe in good faith to be an actual or apparent violation of the Code.

Compliance Program

With our culture of compliance and responsible and ethical conduct, we believe it is everyone's responsibility to uphold our Code. We conduct annual healthcare compliance training. Our program of awareness, training and review is intended to facilitate compliance. We believe that training increases awareness of a wide range of ethical and legal issues in the workplace, such as conflicts of interest, bribery and corruption, insider trading, data privacy, information security, and avoiding hostile work environments. Our Chief Compliance Officer oversees compliance with our Code.

Whistleblower Hotline

Geron's [Whistleblower Hotline](#) is an anonymous hotline for questions or reports regarding accounting, internal accounting controls, auditing matters, questionable financial practices or violations of our Code. Any complaints received by this hotline are reviewed by the Audit Committee, Chief Compliance Officer, and Chief Legal Officer.

Governance

Relevant Policies

Anti-Corruption and Anti-Bribery

We have a specific internal Anti-Corruption and Anti-Bribery Policy. This topic is also addressed in our [Code](#).

Conflicts of Interest

Our Conflicts of Interest policy outlines how employees should avoid conflicts of interest that occur when their personal interests may interfere with the performance of their duties or the best interests of Geron. It is outlined in our [Code](#).

Data Privacy and Cybersecurity

Our [Privacy Policy](#) outlines our compliance with applicable data protection laws, including the European General Data Protection Regulation (GDPR) and applicable UK privacy laws. We also have multiple internal policies on these topics and address privacy in our [Code](#). Questions regarding privacy can be sent to privacy@geron.com.

Human Rights

We respect human rights, starting with setting a company culture of inclusivity and openness. Our efforts to respect the rights of people are guided by principles of the United Nations and International Labor Organization and include prohibition of child and forced labor, non-discrimination, workplace security and anti-harassment, freedom of association, data privacy and environmental, health, safety and sustainability.

Insider Trading Policy

Our [insider trading policy](#) applies to any Geron employee, director or designated consultant. It prohibits short sales, transactions in put or call options, hedging transactions, pledging our common stock as collateral for a loan or other inherently speculative transactions in our stock or engaging in margin activities.

Government Interactions

We are committed to engaging with government-related entities in an honest, ethical and equitable manner and maintain guidelines for employees when interacting with government entities. We also aim to collaborate with all reasonable requests from government regulatory and enforcement agencies and have implemented procedures. Additional details can be found in our [Code](#).

Governance

Supplier Conduct

Our Supplier and Quality System assurances are outlined in our [Code](#). Geron has:

- Control procedures to ensure that our products and manufacturing processes conform to applicable regulations
- A supplier quality assurance program to ensure that purchased products and services conform to specifications and regulatory requirements
- Procedures to isolate and control nonconforming products, investigate the causes of nonconformance and implement corrective action to prevent a recurrence
- A process to validate and onboard Good Practice (GxP) suppliers, which is managed by our Quality department

Industry Membership

MASSBIO

Environment

A Note on the Environment

We seek to conduct our business in an environmentally sound manner. We do not own or operate manufacturing facilities or own lab or office spaces. We also outsource all our clinical trials to clinical research organizations (CROs). We are mindful of our impact on the environment throughout our business operations and dedicated to compliance with regulations.

Practices

Environmental Compliance

As outlined in our Code, we adhere to environmental laws. We are committed to minimizing or eliminating (if possible) the use of any substance or material that may cause environmental damage, reducing waste generation and disposing of all waste through safe and responsible methods, employing safe technologies and operating procedures, and preparing for accident and emergency responses.

Manufacturing

We use third-party contract manufacturers to manufacture and supply RYTELO (imetelstat) for clinical and commercial use. We do not have direct control over third-party personnel or operations. We conduct audits of our third-party contract manufacturers at regular intervals to assure GXP compliance.

Offices

Our San Francisco Bay Area and Northern New Jersey offices are in a multi-tenant, energy efficient ENERGY STAR-certified building. Our office suites are environmentally friendly in their use of electricity, water and power.

Commuter and Remote Work Benefits

We encourage public transit usage by enabling employees to use pre-tax dollars to pay for public transit costs. Travel to our offices is voluntary. We provide equipment and access tools to our employees to facilitate their productivity and a monthly stipend to cover work-from-home expenses. These measures have led to fewer employees driving to the office and less reliance on paper.

About Geron

Geron is a commercial-stage biopharmaceutical company aiming to change lives by changing the course of blood cancer. To learn more, visit www.geron.com or follow us on [LinkedIn](#).

Contacts

For questions about Geron's corporate governance, Code of Conduct and policies, please email secretary@geron.com.

For investor questions, please email investor@geron.com.

For media questions, please email media@geron.com.

Forward-Looking Statements

Except for the historical information contained herein, this report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, as amended, including, but not limited to: (a) our corporate mission, goals and efforts to develop, commercialize and make available to eligible patients RYTELO® (imetelstat) and to make a positive impact through how we conduct our business, our compassion for our patients and our service to the community; (b) statements relating to the therapeutic and commercial potential of RYTELO® (imetelstat) and the continued development and commercialization of RYTELO, including our plans to commercialize and provide access to RYTELO outside of the United States; (c) the aims, objectives and intent of our patient access programs, including the REACH4RYTELO patient support program, and prescriber support programs; (d) the goals, considerations, expectations and objectives of our Healthier People, Human Capital, Governance, and Environment strategies, initiatives policies and practices; and (e) other statements that are not historical facts. These statements involve risks, uncertainties and other factors that can cause actual results to differ materially from those expressed or implied by such forward-looking statements. These risks, uncertainties, and other factors include, without limitation, those risks and uncertainties described in our periodic reports filed with the Securities and Exchange Commission under the heading "Risk Factors," including our Annual Report on Form 10-K for the year ended December 31, 2024, and in our subsequent filings and reports. Undue reliance should not be placed on forward-looking statements, which speak only as of the date they are made and the facts and assumptions underlying the forward-looking statements may change. Except as required by law, we disclaim any obligation to update these forward-looking statements to reflect future information, events or circumstances.



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