



EYEPOINT[®]
PHARMACEUTICALS

*2022 Environmental, Social and Governance (ESG)
Performance Report*



A MESSAGE FROM OUR PRESIDENT & CEO AND BOARD DIRECTOR



Dear Stakeholders,

I am pleased to present EyePoint Pharmaceuticals' first annual ESG (Environmental, Social and Governance) Performance Report. This report highlights our ESG accomplishments for 2022, with a focus on social initiatives such as

health and safety, training and development, diversity and inclusion, upholding human rights and a Supplier Code of Conduct. We believe our success is closely tied to the well-being of our employees and the communities in which we operate.

We recognize the importance of upholding good corporate governance, and this report is just one example of our efforts to be transparent and accountable to our stakeholders.

We also recognize that our business is growing and that it will continue to impact, and be impacted by, environmental and climate-related issues, and as such, we are committed to minimizing the impact of our activities and working to advance responsible and sustainable operations.

We believe that by reducing our environmental impact, promoting social well-being, diversity and human rights, investing in our employees, and upholding good corporate governance, we can create long-term value for our stakeholders and contribute to a more sustainable future.

We are proud of our accomplishments in 2022, but we also recognize there is always room for improvement. We are committed to continuous improvement and integrating ESG opportunities into our business practices in the years to come.

Sincerely,

Jay Duker, MD

ABOUT THIS REPORT

This is EyePoint's first annual ESG report covering the 2022 calendar year. This report covers EyePoint operations and does not address the performance or operations of our suppliers, contractors, customers, or other third parties unless otherwise stated.

EyePoint's ESG Committee drafted this report, and the Governance and Nominating Committee of our Board of Directors reviewed this report prior to publication.

To provide feedback or for questions on this report, please contact esg@eyepointpharma.com



2022 HIGHLIGHTS

Over the past year, EyePoint has made significant progress in the area of ESG initiatives. We have established a dedicated ESG Committee consisting of a cross-functional team that meets monthly and reports quarterly to the Governance and Nominating Committee of the Board of Directors (the “Board”). The Board provides oversight for our ESG policies, goals and initiatives, ensuring that they align with our overall business strategy and values.

One of the major accomplishments of our ESG Committee was the development and implementation of new policies to guide our operations. These policies include an Environmental Policy, Occupational Health and Safety Policy, a Human Rights and Labor Standards Policy, and a Supplier Code of Conduct. These policies are designed to ensure that we operate our business with the highest standards of ethics and social responsibility.



In addition to implementing new policies, we have also focused on training and engagement of our employees, including diversity and inclusion programs, and professional development and training.

We have provided Inclusion and Belonging training, Anti-harassment and Discrimination training, and sought feedback through our annual employee engagement surveys to ensure that our people feel supported and valued. We have also implemented diversity recruiting practices to ensure that we attract and retain a diverse workforce. In addition to diversity of people, we also stress diversity of ideas and embrace new ideas that challenge assumptions and the status quo because we believe that is how you innovate for patients.

Our growing Talent Management and Engagement function has focused on creating a culture of inclusion, beginning with all employees at all levels participating in the Inclusion and Belonging Workshop program, which was followed by a program focused on Anti-Harassment and Discrimination. The latter program focused on ensuring that all employees had an awareness of issues facing employees today in the workplace and a focus on respect, diversity, and open dialogue.

Employee culture continues to be top of mind. EyePoint conducted its second annual engagement survey providing a baseline for employee engagement. We achieved a 98% participation rate in 2022. As follow up to the survey, we have provided the opportunity for every employee in the company to participate in a Feedback Focus Group to provide additional feedback and ideas that will continue to shape our culture.

At EyePoint, our values drive our culture. We are firmly grounded in our SPIRIT Values which are embedded in our Inclusion & Belonging training program. Values are also used to provide semi-annual formal feedback to employees on their Culture Contribution.

The Culture Contribution is one of two elements that make up our Performance Partnerships program. All employees are engaged in a career conversation and receive feedback on their performance as well as how they contribute to building the EyePoint culture through upholding the SPIRIT Values. This paves the way for healthy feedback discussions between managers and employees and provides our people with professional development opportunities which are used to create career plans. To ensure a strong partnership between employees and managers we provided Performance Partnerships training this year to support both managers and employees in having these important career conversations, People Managers learned Coaching & Career Conversation skills, while employees learned how to “Own Your Career” through our Career Planning workshop.

We believe in providing every opportunity to every employee to help them grow their career at EyePoint.



THE EYEPOINT SPIRIT VALUES

Success Begins with Our People

Our employees are valued and relied upon as the key to our company's success



Patient First

Above all, we dedicate our skills, actions and resources to achieve quality outcomes for our patients



Integrity

We are always honest, open, ethical and fair



Results-Driven

We are decisive and act with a sense of urgency against clear and aggressive goals



Innovation

We strive for continuous improvement through thoughtful risk-taking



Team Focus

We work and communicate in a collaborative, respectful and inclusive fashion



Diversity & Inclusion

We commit to diversity in our staff and embrace inclusion and acceptance of others without bias

We support and encourage our employees to volunteer their time in charitable organizations. Our employees can also participate in events and activities supported by EyePoint that help to improve the lives of those in our community. In 2022, EyePoint partnered with Life Science Cares, a Boston-based nonprofit organization with a mission to help humanity and make a difference on issues of poverty, and Perkins School for the Blind, a Watertown-based nonprofit organization with a mission to help build a world that sees people with disabilities for what they can do, not what they can't.

We also implemented a Safety Committee/working group consisting of a cross-functional team, to ensure a clean, healthy and safe working environment for all employees and others performing work at EyePoint. The Safety Committee meets monthly to discuss relevant topics, such as, incidents and near misses from the previous month, potential hazards, training and other opportunities to keep our employees safe. The Safety Committee engaged an Occupational Health, Safety & Environmental Consultant to conduct an audit of its facility and recommend improvements and feedback.

The basis of our injury and illness reporting is the total recordable injury rate (RIR), which covers all occupational injuries and illnesses suffered by employees and contractors under our direct supervision leading to medical treatment that goes beyond basic first aid, as reported in OSHA Form 300. In 2022, there were zero work-related injuries, illnesses, and fatalities.

EyePoint respects and adheres to all labor and human rights laws, including those related to child labor, slavery, human trafficking, discrimination, harassment, pay equity, privacy, access to water and sanitation, collective bargaining, and freedom of association. We expect our suppliers to operate their businesses to the highest ethical and legal standards as well. These standards are set forth in our Supplier Code of Conduct.

METRICS AT A GLANCE

Topic	Metric	2022
Health and Safety	Number of work-related fatalities	0
	Number of work-related injuries	0
	Recordable Incident Rate	0
	Lost Time Injury Rate	0
Product Quality and Patient Safety	Number of product recalls or take-backs	0
	Number of products listed on the FDA's MedWatch Safety Alerts for Human Medical Products database	0
	Number of fatalities related to products	0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP)	0
Governance	Percentage of employees who completed annual certification of our Code of Conduct	100%

Overall, our ESG committee has made significant progress over the past year. We have implemented new policies, provided training and development for our employees, and established processes to ensure that we comply with regulations and maintain the highest standards of safety and quality. We will continue to focus on ESG initiatives to ensure that we operate our business with the highest standards of ethics and social responsibility.

Additionally, as we increase our manufacturing volumes and expand our product portfolio, EyePoint will be adding a new state-of-the-art manufacturing facility in Northbridge, MA. Construction is scheduled to be completed in 2H2024 and the design will integrate several ESG-centric elements.

More specifically, 28 unique ESG design attributes have been integrated into the current facility design.