



EYEPOINT

PHARMACEUTICALS

Occupational Health & Safety Policy

At EyePoint Pharmaceuticals, employees are our most valuable asset. Accordingly, ensuring a healthy, clean, and safe working environment is fundamental to our success. We are committed to ensuring all of our operations comply with all applicable legal and occupational health and safety industry standards to protect the well-being of our employees and contract workers performing work at EyePoint.

EyePoint believes safeguarding the health and safety of our employees and contractors includes preventing accidents and illnesses, assessing potential hazards, managing risks, and creating a healthy work environment. A key element of EyePoint's health and safety program is employee involvement and prompt reporting of any concerns about safety in the workplace, work-related injuries or illnesses, or any accidents or near misses that could have caused injury or illness.

EyePoint's Board of Directors oversees policies and operational controls related to EyePoint's Environmental, Social and Governance programs and compliance, including this Occupational Health & Safety Policy. Senior management is committed to the establishment of a healthy and safe workplace and to the integration of health and safety systems into all workplace activities. In support of this, EyePoint implemented a Safety Committee comprised of a cross-functional team of employees. The Safety Committee meets regularly to evaluate and mitigate risk through elimination, prevention, control, and reduction. In addition, EyePoint engages safety professionals to audit its facility, conduct a risk assessment, provide feedback, and ensure compliance with all applicable laws and standards. We ask all of our employees to help highlight any opportunities to improve health and safety to management and/or the Safety Committee.

Occupational safety management systems are implemented at our current facility for all operations and will be implemented as we expand to other locations. The same requirements, rules, and training measures that apply EyePoint employees, apply for our contract workers. A culture of health and safety compliance and continuous improvement is integrated in the organization through operational controls, documentation, and effective training.

The basis of our occupational injury and illness reporting is the total recordable injury rate and fatality rate, as calculated and reported in Occupational Safety and Health Administration (OSHA) Form 300.

We commit to the continual improvement of our occupational health and safety performance through setting measurable targets and goals which will be monitored to track and improve our health and safety performance and communicate such results with all interested parties. We will manage our contract workers and visitors to ensure they are complying with our health and safety requirements, and we will work with our suppliers, vendors, and other partners to align our occupational health and safety standards.

We will review this policy periodically to ensure it is applicable to all of our processes and operations. We will ensure we communicate this policy to all employees through various means of communication such as online training, awareness sessions, team meetings, newsletters, and through EyePoint's online employee announcements. We will strive to ensure effective implementation and to provide clear communication about employee responsibilities regarding occupational health and safety.

