



EyePOINT®
PHARMACEUTICALS

*2023 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' second annual ESG (Environmental, Social and Governance) Performance Report. This report highlights our ESG accomplishments for 2023, with a focus on (1) social initiatives such

as employee health and safety, engagement, training and development, and supplier performance on human rights, labor and environmental matters; and (2) governance initiatives such as cyber security.

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, particularly as it relates to our new Northbridge, MA facility.

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 recognize there is always room for improvement and 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 second annual ESG report, covering the 2023 calendar year. This report details 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 (the "Board") reviewed this report prior to publication. The Board provides oversight for our ESG policies, goals and initiatives, ensuring they align with our overall business strategy and values.

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



2023 HIGHLIGHTS

In our second annual ESG report, we are proud to showcase our ongoing commitment to ESG initiatives that have the greatest impact on our business and stakeholders. Our ESG-focus areas include: employee engagement and development, the environmental impact of our new Northbridge, MA facility and supplier performance.

In our 2022 ESG report, we announced that we implemented several policies including an Environmental Policy, Occupational Health and Safety Policy, a Human Rights and Labor Standards Policy, and a Supplier Code of Conduct. In 2023, we implemented a Clinical Trial / Research Standards Policy summarizing our commitment to patient safety and protecting the rights and well-being of the participants in our clinical trials and ensuring humane and appropriate care of all animals used in our research. As a clinical-stage biopharmaceutical company committed to developing and commercializing therapeutics to improve the lives of patients with serious retinal diseases, it is important that we adhere to clear and consistent standards to enable well-designed, well-controlled and carefully monitored clinical trials with adherence to the highest ethical and quality standards of EyePoint. A fundamental element of our policy is transparency. EyePoint registers and discloses accessible clinical trial registry, www.Clinicaltrials.gov, in accordance with applicable guidance.

We continue to seek feedback from our employees through our annual engagement surveys to ensure that our team members feel supported and valued. We have also implemented diversity recruiting practices to ensure that we attract and retain a diverse workforce.

Our Talent Management and Engagement function has focused on creating a culture of inclusion and collaboration, which continues to be top of mind.

In 2023, EyePoint launched a company-wide initiative to **Envision Our Future**, which focuses on our top employee engagement drivers – leadership, communication, and collaboration. Several development programs are aligned to this initiative to support professional and leadership development across the company.



LEADERSHIP

COMMUNICATION

COLLABORATION

The Manager Acceleration Program (MAP) was launched in 2023 for all mid-level people managers. MAP focuses on key managerial skills such as communication, leading teams, and leading change. The Insights Discovery® program, which provides an in-depth profile of individual's communication style and preferences, is offered to all new employees, and used as a tool for team communication. Insights Discovery® supports diversity and inclusion by encouraging everyone to welcome different ways of thinking and communicating.

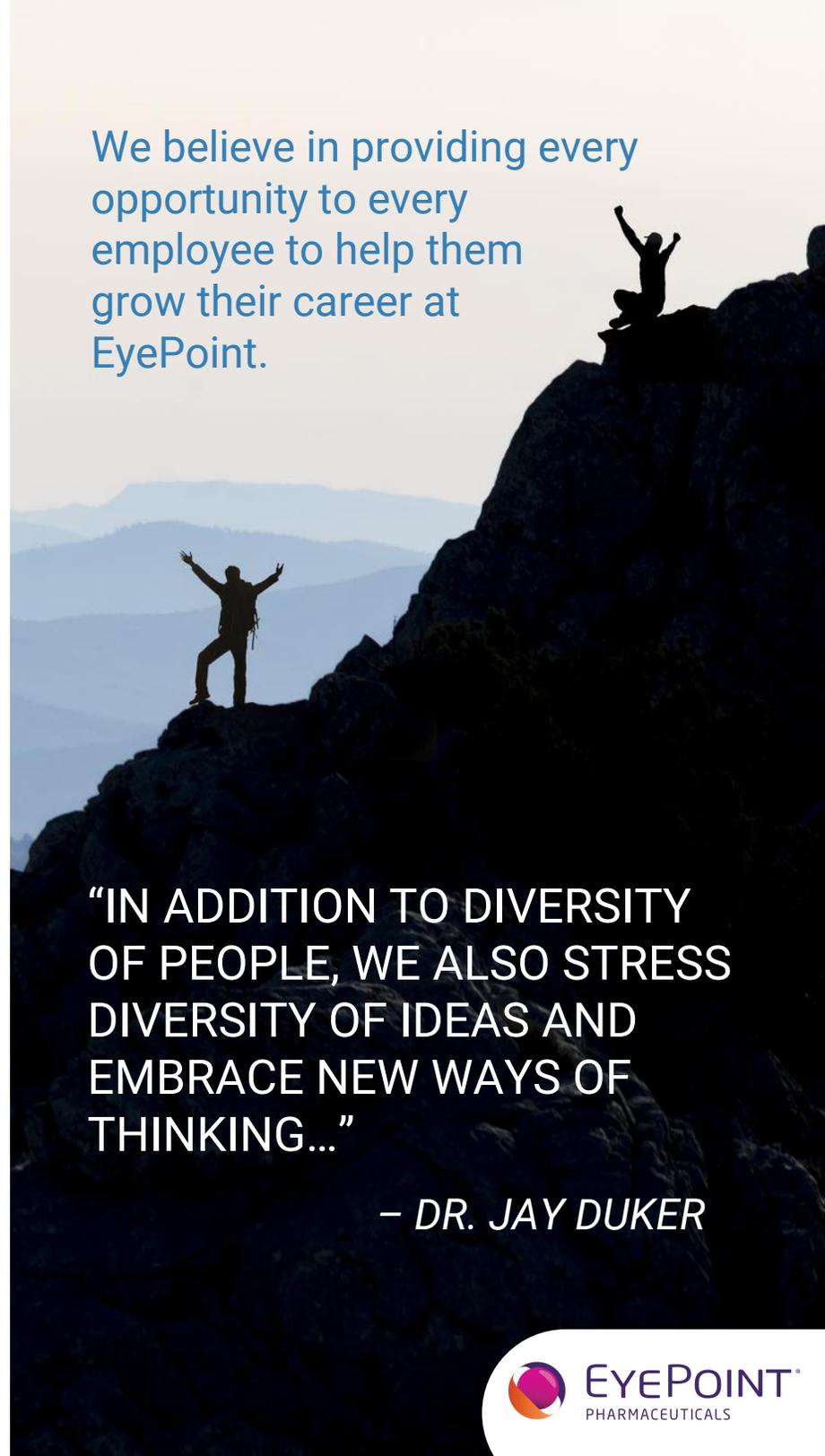
In 2023, EyePoint sponsored eight early-career women to attend the Gearing Up Conference by Bentley University. This annual conference focuses on skill enhancement for women through relevant topics, speakers, and networking opportunities.

The Envision Our Future Pulse Check survey in late 2023 provided key data on EyePoint engagement drivers. With a 93% participation rate, and overall favorable scores, we are excited to build on this momentum in 2024 to continue creating a culture of collaboration and inclusion and offer programs that encourage diverse perspectives.

At EyePoint, our values contribute to shaping our culture. We are firmly grounded in our SPIRIT Values which are embedded in our 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.

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



“IN ADDITION TO DIVERSITY OF PEOPLE, WE ALSO STRESS DIVERSITY OF IDEAS AND EMBRACE NEW WAYS OF THINKING...”

– DR. JAY DUKER

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 risktaking
 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

EyePoint's Safety Committee continues to meet 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.

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 2023, EyePoint continued its partnership 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

In 2023, there were zero work-related injuries, illnesses, and fatalities. 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.

SUPPLIERS

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. In 2023, EyePoint developed a Supplier Audit program to better understand our supplier's commitment to such ESG matters.

EYEPOINT HAS NOT HAD ANY INFORMATION SECURITY BREACHES OR DATA LOSSES IN THE PAST THREE YEARS (2023, 2022, 2021).

INFORMATION SECURITY

Protecting company data and ensuring data security are critical in today's digital landscape. Unauthorized access, theft or damage to personal data, financial information, clinical trial data and confidential business information can lead to severe consequences, ranging from financial losses to reputational damage from customers and other stakeholders. Cyber threats, such as phishing attacks, malware and ransomware, are a growing concern and pose significant risks to data security. To protect against these risks, EyePoint has implemented information security measures including annual technology and security audits by a third party, access controls, encryption of sensitive information, robust authentication protocols, regular phishing exercises, and employee training. EyePoint continuously assesses information security risks to protect its sensitive and proprietary information. Further, EyePoint assesses the information security practices of our vendors to protect its sensitive information. In the event of a security incident, EyePoint has an incident response plan and process in place to quickly respond and mitigate any potential harm.

NORTHBRIDGE FACILITY

In 2023, EyePoint announced that it entered into an agreement to design and construct a state-of-the-art 40,000 square foot manufacturing facility in Northbridge, MA to support the global manufacturing of its programs, including our lead product candidate, EYP-1901. EyePoint anticipates construction will be completed in Q4 of 2024. The Northbridge facility will be GMP compliant to meet US FDA and European Medicines Agency standards and support EYP-1901's clinical supply and commercial readiness upon regulatory approval.

The Northbridge facility integrates twenty-eight ESG-centric elements grouped into the following categories:

- 3 water usage
- 13 energy consumption
- 7 greenhouse emissions reduction
- 4 environmentally friendly construction materials
- 1 environmentally friendly construction practice

EyePoint expects to monitor and report several of these items in future editions of its ESG Performance Report.



POLITICAL / LOBBYING SPEND

EyePoint’s DEXYCU® product is approved for ocular post-surgical inflammation. In October 2018, DEXYCU was granted “pass through status” by CMS for reimbursement for DEXYCU separate from the cataract procedure payment bundle for a 3-year period. In addition, CMS assigned a specific and permanent J-code for DEXYCU that enabled reimbursement across all types of payers.

METRICS AT A GLANCE

Topic	Metric	2022	2023
Health and Safety (employees & contractors)	Number of work-related fatalities	0	0
	Number of work-related injuries	0	0
	Recordable Incident Rate	0	0
	Lost Time Injury Rate	0	0
Product Quality and Patient Safety	Number of product recalls or take-backs	0	0
	Number of products listed on the FDA’s MedWatch Safety Alerts for Human Medical Products database	0	N/A *
	Number of fatalities related to products	0	N/A *
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP)	0	0
Governance	Percentage of employees who completed annual certification of our Code of Conduct	100%	99%
Employee Engagement	Percentage of employees who participated in annual employee engagement survey	98%	93%
Information Security Breach	Unauthorized access to company data or data losses	0	0
Political Contributions	Total money spent on lobbying activities	\$325,578	\$25,000

EyePoint engaged a lobbying firm in Washington, DC to help find avenues to retain the pass-through for EyePoint’s DEXYCU product. CMS did not extend DEXYCU pass through payment beyond December 31, 2022. Due to the elimination of separate pass-through reimbursement by CMS, the market opportunity for this product was significantly impacted.

*As of May 17, 2023, EyePoint licensed its only commercial product (YUTIQ) to a third party, Alimera Sciences and is no longer responsible for these activities