

2024

**Environmental,
Social, and
Governance (ESG)**

Performance Report



A Message from Our President & CEO

Dear Stakeholders,

I am pleased to present EyePoint Pharmaceuticals' third annual Environmental, Social, and Governance (ESG) Performance Report. We are proud to showcase our ongoing commitment to ESG initiatives that have the greatest impact on our business and the communities we serve.

This report highlights our 2024 ESG accomplishments, which focused on:



Employee engagement and company culture



Supplier performance on human rights, labor, and environmental matters



The commissioning and opening of our Northbridge manufacturing facility

In 2024, we made measurable progress in these areas, and this report highlights our efforts to integrate ESG principles for stakeholder transparency and accountability.

We recognize that sustainability is fundamental, not only to the future of our business, but to the future of the healthcare ecosystem. We are committed to developing innovative therapies for people with serious retinal diseases while maintaining responsible business practices that minimize environmental impact, promote safety and well-being, and adhere to high ethical standards and regulations.

We value the engagement of our stakeholders and welcome discussions on how we can further enhance our ESG initiatives. We know there is always room for improvement and will continue to find ways to incorporate ESG opportunities into our business practices.

Sincerely,



JAY S. DUKER, M.D.

President & Chief Executive Officer

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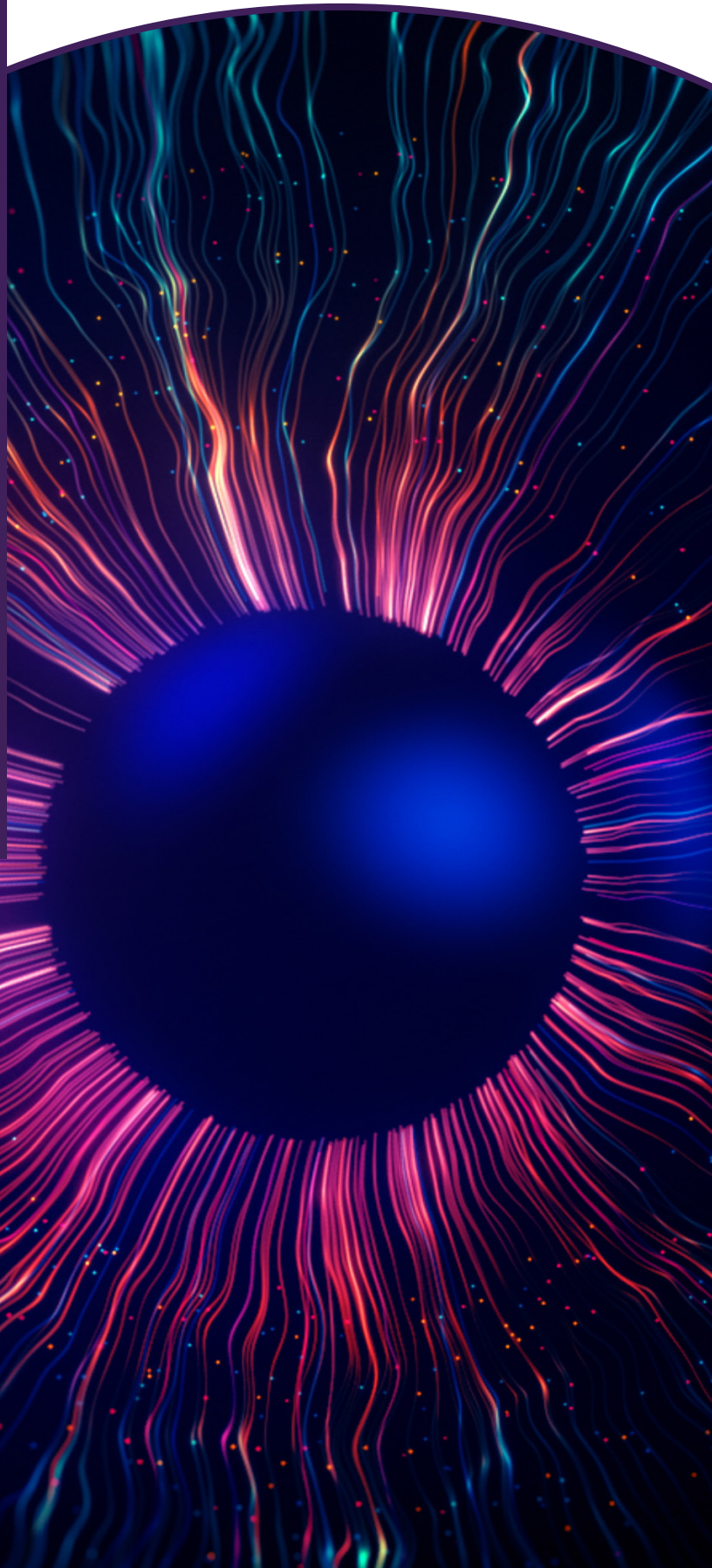
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About this Report

This is EyePoint's third annual ESG report, covering the 2024 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 of 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 the ESG Committee at esg@eyepointpharma.com.



Enhancing Employee Engagement & Shaping Company Culture

At EyePoint, we understand our people are our greatest asset. This is why it's imperative to foster an environment that invites unique perspectives; promotes health, safety, and well-being; and empowers employees to reach their full potential at work and within our community. Below are 2024 initiatives that strengthened employee engagement and shaped EyePoint's culture of innovation, problem solving, and collaboration.

Envision Our Future

We distributed our annual *Envision Our Future* Employee Engagement survey in late 2023. With a **93% participation rate** and overall favorable scores, in 2024 we built on these learnings with *Envision Our Future* initiatives focused on our top employee engagement drivers: leadership, communication, and collaboration. Key programs included:

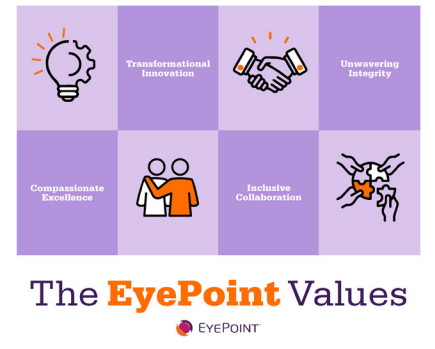
We introduced **Senior Leadership Forums** as an important channel to enhance cross-functional collaboration and refine processes.

We provided **Change Management Training** to support functional team initiatives integrating new ways of thinking and working.

We continued to build a culture of learning, with opportunities for connection including **Lunch & Learns** and monthly **LinkedIn Learning Challenges**.

EyePoint Core Values Refresh

At EyePoint, our values are shaping our culture, and as part of our company's evolution, in 2024 we decided to adapt our values. For us, it was important that all employees were involved in this process, so we gathered feedback and ideas from everyone across EyePoint. As a result, we developed new **core values** that serve as guiding principles to achieve our shared vision for the future.



The EyePoint Values



PERFORMANCE PARTNERSHIPS

We are firmly grounded in our 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 our core values.



“A company’s values reflect the employee experience. Our goal was to establish behaviors to continue shaping our culture and guiding our decision-making, while also lifting employee voices. Through thoughtful surveys and dynamic focus groups, we took an inclusive, collaborative approach, ensuring every person had a voice.” – **Jennifer Leonard, Chief People Officer and SVP, IT**

Enhancing Employee Engagement & Shaping Company Culture (Continued)

Quality Commitment

In 2024, we launched a Quality Enhancement Plan (QEP), and as a part of this initiative, we expanded our annual anonymous employee engagement survey to help assess the current quality culture and determine what we are doing well and identify areas for improvement. The outputs from the survey were leveraged by our newly created Quality Governance Committee to create a long-term plan to establish consistent, reliable, and robust business and manufacturing processes to achieve our quality objectives.

Community Involvement

EyePoint is committed to giving back to the communities where we live and work. We support and encourage our employees to volunteer their time in charitable organizations, and all employees receive an annual volunteer day to contribute to a cause that is important to them. We also provide opportunities for employees to give back to the community. In 2024, 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. We participated in the organization's annual Mini Golf for Good tournament and hired summer interns, as a part of a joint initiative: **Project OnRamp**. Additionally, we collaborated with **Room to Grow** to collect toys and essential items for babies and their families and with the **Children's Services of Roxbury** for a back-to-school drive. We continued our support of **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, by participating in their annual "Everybody In" walk and golf tournament. EyePoint's 2024 interns also volunteered at Perkins' campus to help prepare for the summer semester. Lastly, we initiated a partnership with **The Carroll Center for the Blind** and hosted a community holiday event, contributing to their mission of helping people who are blind or visually impaired gain skills they need to be confident, active, independent individuals.

Health & Safety

EyePoint's **Environmental Health & Safety (EHS) Committee** met monthly to discuss relevant topics such as incidents from the previous month, potential hazards, training, program improvements, waste/recycling initiatives, and other opportunities to keep our employees safe and continue responsible stewardship of the environment.

There were zero (0) work-related injuries, illnesses, or fatalities in 2024. 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 and is defined by medical treatment that goes beyond basic first aid, as reported in OSHA Form 300.

Talent Attraction & Retention

We have attracted and retained employees of varied backgrounds, in part as a result of our recognition that people's unique experiences can enhance overall corporate culture and performance. We welcomed 10 interns to our annual **Formulate Your Future** summer internship program, and we hosted **two Manager Acceleration Program (MAP)** program cohorts to provide employees with the tools they need to build core management and leadership capabilities needed to lead successful teams. Furthermore, we work with **Project OnRamp** to find talented, local undergraduates from low-income backgrounds for rewarding summer work.



Partnering with Like-Minded 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 2024, EyePoint continued its **Supplier Audit** program to better understand our suppliers' commitment to such ESG matters. Below is data provided by our key suppliers who responded to our ESG questionnaire.

ESG Questionnaire Response Data

100%

have **procedures** for employees and individuals to **report events, complaints, or concerns without fear** of retaliation



100%

have a **policy barring** any kind of **workplace harassment**

100%

adhere to **state and federal labor laws**



100%

have management representatives for **assuring compliance** with all referenced **codes, policies, and responsibilities**



88%

have programming to **assess their environmental footprint** and comply with all **applicable environmental laws and regulations**

76%

have a **Corporate Social Responsibility (CSR) statement**



71%

have a process to **engage stakeholder and customer input** in the existence of **codes, policies, and responsibilities**



Safeguarding 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. EyePoint has not had any information security breaches or data losses through 2024 (2024, 2023, 2022, 2021).



Opening Our Northbridge Facility


In October 2024, EyePoint opened its state-of-the-art Current Good Manufacturing Practice (cGMP) commercial manufacturing facility in Northbridge, MA to support global manufacturing across its portfolio, including lead pipeline asset, EYP-1901. The new, approximately 40,000 square-foot manufacturing facility, is compliant with U.S. Food and Drug Administration (FDA) and European Medicines Agency (EMA) standards and will support EYP-1901 clinical supply and commercial readiness upon potential regulatory approval.

This facility integrates 28 ESG-centric elements grouped into the following categories:

 **13**
energy consumption

 **7**
greenhouse emissions reduction

 **3**
water usage

5
environmentally friendly construction materials/practices 



“Our Northbridge facility is equipped with eight ISO 7 cleanrooms, a QC analytical lab, QC Micro lab, process development lab, high-rise warehouse, and administrative areas, with the opportunity to expand. These features enable new, upscaled capabilities, helping us advance on our mission to develop innovative therapeutics for patients with serious retinal diseases.”
– **Michael J. Maciocio**,
Chief Manufacturing Officer



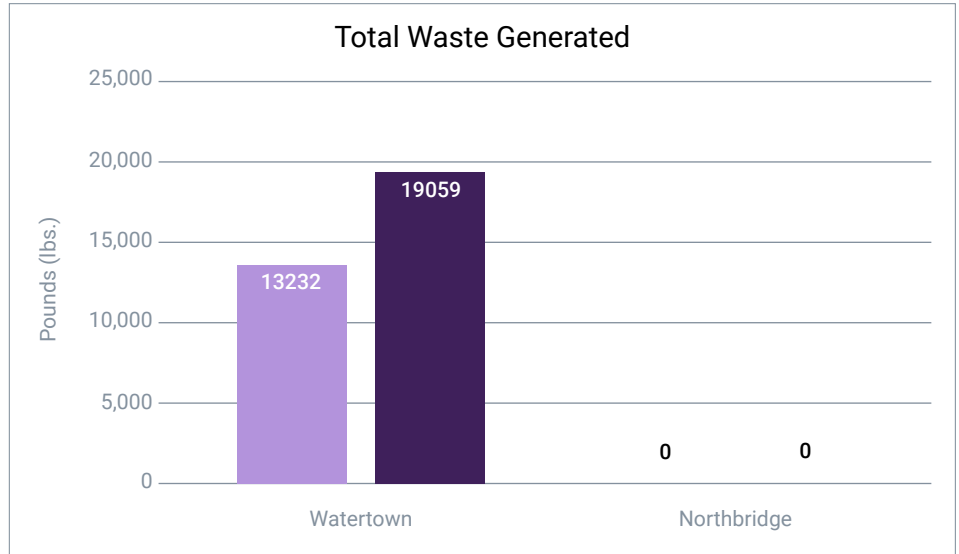
Waste Generation

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



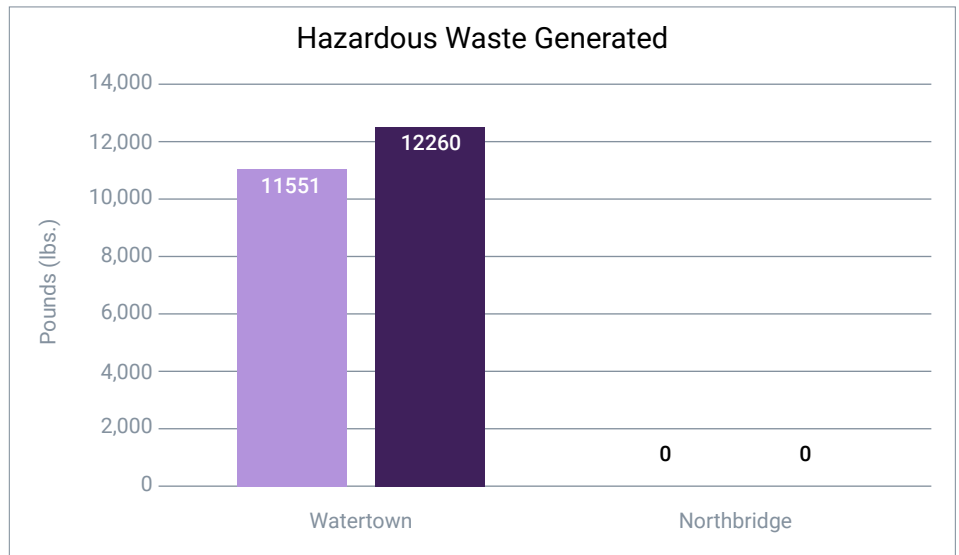
Total Waste

Site	2023	2024
Watertown	13232	19059
Northbridge	0	0



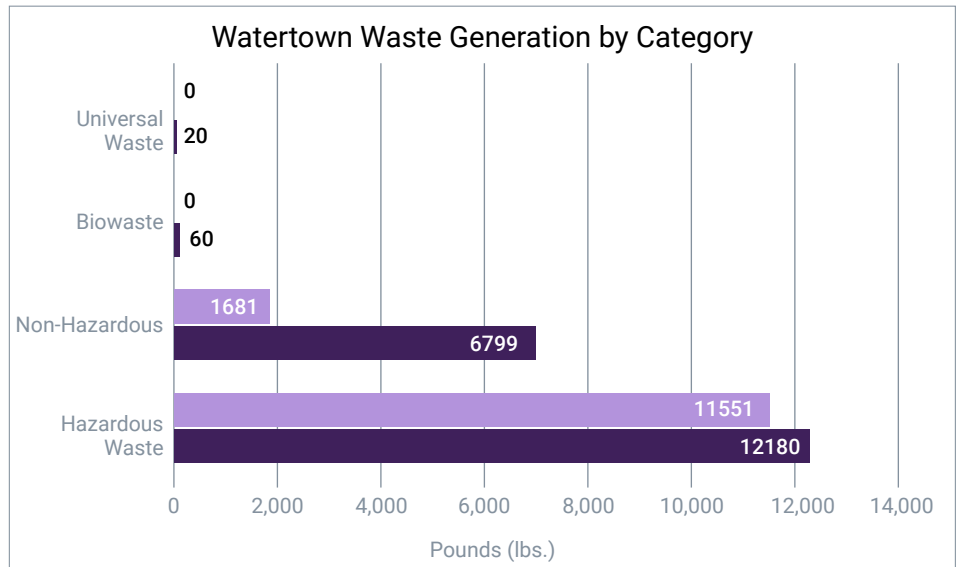
Hazardous Waste

Site	2023	2024
Watertown	11551	12260
Northbridge	0	0



Watertown

Waste Type	2023	2024
Hazardous Waste	11551	12180
Non-Hazardous	1681	6799
Biowaste	0	60
Universal Waste	0	20



Metrics at a Glance

Topic	Metric	2022	2023	2024
Health and Safety (employees & contractors)	Number of work-related fatalities	0	0	0
	Number of work-related injuries	0	0	0
	Recordable Incident Rate (RIR)	0	0	0
	Lost Time Injury Rate	0	0	0
Product Quality and Patient Safety	Number of product recalls or take-backs	0	0	0
	Number of products listed on the FDA's MedWatch Safety Alerts for Human Medical Products database	0	N/A*	N/A*
	Number of fatalities related to products	0	N/A*	N/A*
	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0	0	0
Governance	Percentage of employees who completed annual certification of our Code of Conduct	100%	99%	99%
Employee Engagement	Percentage of employees who participated in annual employee engagement survey	98%	93%	93%
Information Security Breach	Unauthorized access to company data or data losses	0	0	0
Political Contributions	Total money spent on lobbying activities	\$325,578	\$25,000	0**

*As of May 17, 2023, EyePoint licensed its only commercial product (YUTIQ®) to a third party, Alimera Sciences (acquired by ANI Pharmaceuticals in 2024), and is no longer responsible for these activities.

**EyePoint discontinued political/lobbying spend in 2024.



EYEPOINT®