



2025

Environmental, Social,
and Governance (ESG)
Performance Report

A Message from Our President & CEO

Dear Stakeholders,

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

This report highlights our 2025 ESG accomplishments, including continued investment in employee well-being and development, meaningful contributions to the communities where we operate, partnerships with environmentally responsible suppliers, and the thoughtful operation and processes behind our state-of-the-art Northbridge manufacturing facility.

We acknowledge and believe that sustainability is not peripheral, but rather fundamental to the future of our business and that of the broader healthcare ecosystem in which we operate. Our work focuses on developing innovative therapeutics to help improve the lives of people with serious retinal diseases, and we plan to achieve this while maintaining responsible business practices that minimize environmental impact, promote safety and well-being, and adhere to high ethical standards and regulations.

As EyePoint continues progressing its ESG priorities, this report demonstrates how we identify opportunities to integrate environmental, social, and governance principles into our operations to promote transparency, accountability, and long-term value for our stakeholders.



Sincerely,

JAY S. DUKER, M.D.

President & Chief Executive Officer

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About EyePoint

EyePoint (Nasdaq: EYPT) is a clinical-stage biopharmaceutical company committed to developing and commercializing innovative therapeutics to improve the lives of people with serious retinal diseases.

Our lead product candidate, DURAVYU™, is an innovative investigational sustained delivery treatment for serious retinal diseases combining vorolanib, a selective and patent-protected tyrosine kinase inhibitor, in next-generation bioerodible Durasert E™ technology. Supported by robust safety and efficacy data across multiple clinical trials and indications, DURAVYU is currently being evaluated in Phase 3 pivotal trials for wet age-related macular degeneration (wet AMD) and diabetic macular edema (DME). Topline data is expected for wet AMD beginning in mid-2026. We are committed to partnering with the retina community to improve patient lives while creating long-term value, with four approved drugs over three decades and tens of thousands of eyes treated with EyePoint innovation. Driven by our core values – Transformational Innovation, Unwavering Integrity, Compassionate Excellence, and Inclusive Collaboration – our team is dedicated to achieving our shared vision for the future and bettering the lives of patients, caregivers, and healthcare professionals.

EyePoint is headquartered in Watertown, Massachusetts, with a commercial manufacturing facility in Northbridge, Massachusetts.

Vorolanib is licensed to EyePoint exclusively by Equinox Sciences, a Betta Pharmaceuticals affiliate, for the localized treatment of all ophthalmic diseases outside of China, Macao, Hong Kong, and Taiwan.

DURAVYU™ has been conditionally accepted by the FDA as the proprietary name for EYP-1901. DURAVYU is an investigational product; it has not been approved by the FDA. FDA approval and the timeline for potential approval is uncertain.



About this Report

This is EyePoint's fourth annual ESG report, covering the 2025 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@eyepoint.bio.



Fostering Employee Development & Advancing Company Culture

As EyePoint continues to grow, we remain firmly anchored in our core values, shared purpose, and commitment to employee development and well-being. In 2025, we empowered our people to thrive and drive long-term success while remaining true to our culture of collaboration and innovation. Read on to discover how these initiatives have propelled our progress.

2026 Best Places to Work

EyePoint was proud to be recognized by BioSpace as one of the 2026 Best Places to Work, earning a top five spot among small employers.



This recognition reflects the strength of our team: the people who make EyePoint a truly exceptional place to grow, connect, and thrive. From professional development and philanthropic engagement to comprehensive benefits, we are committed to fostering a workplace where every employee feels empowered to advance their career and make a meaningful impact for our organization, community, and most importantly, the patients we serve.

Envision Our Future

With a strong 78% participation rate in our 2025 Envision Our Future Employee Engagement Survey, we leveraged employee insights to drive meaningful action across the organization in 2025. Alongside continuing established programs that promote cross-functional collaboration, innovation, and connection, such as Senior Leadership Forums, Change Management Training, Lunch & Learns, and monthly LinkedIn Learning Challenges, we also introduced new initiatives designed to deliver more comprehensive and well-rounded employee programming, in direct response to survey feedback:

“Our culture is built on strong values and a shared commitment to patients. Awards like this are gratifying, but the greatest reward is knowing our people feel supported and inspired every day. This team is what makes EyePoint such a special place to work and grow.”



JENNIFER LEONARD,
Chief People Officer and SVP, IT

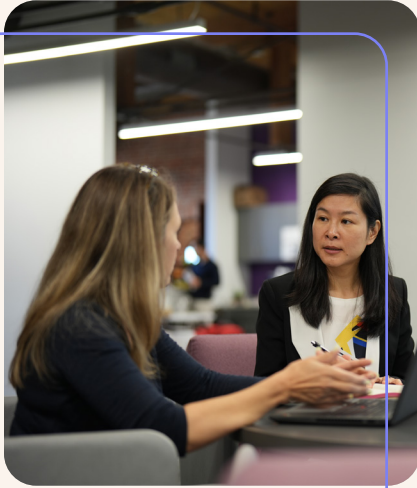
EYE2EYE: MENTORSHIP AT EYEPOINT



To deepen our investment in our people and energize every stage of their career journey, we launched the **Eye2Eye Mentor Program** in 2025. The pilot quickly gained momentum, with more than 60 employees volunteering to participate and forming 30 meaningful mentorship partnerships.

Eye2Eye reinforces EyePoint’s culture of learning, support, and collaboration, while bringing our core values of Compassionate Excellence and Inclusive Collaboration to life. Through this program, employees play an active role in shaping the future of EyePoint by giving back, building lasting connections, and making a tangible impact on one another and our organization.

ONBOARDING REFRESH



EyePoint strengthened its onboarding experience through a comprehensive, cross-functional **redesign of the new-hire program** in 2025. The enhanced approach expanded engagement across departments, established a strong foundation of company knowledge, and reinforced alignment with our core values at the start of employment.

Key enhancements included the launch of a **Culture Connector** program to support inclusion, belonging, and successful integration for new employees. Managers were also equipped with updated onboarding tools and resources to support effective goal setting, team alignment, and long-term employee success, helping ensure our workforce is empowered to contribute and grow sustainably.

COMMUNITY INVOLVEMENT

EyePoint is committed to giving back to the communities where we live and work by encouraging employee volunteerism, including **an annual volunteer day** that empowers employees to support causes that are meaningful to them.

We also continue to build and foster relationships with local nonprofits like **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 **Project OnRamp Intern Showcase** and hired four summer interns, as part of a joint initiative with Project OnRamp.

Additionally, we collaborated with **Room to Grow** to collect toys and essential items for babies and their families, and with the **School on Wheels Massachusetts** for a back-to-school drive to support the academic, social, and emotional growth of students impacted by homelessness and poverty. EyePoint employees also participated in food drives supporting the **Northbridge Food Pantry** and **Healthy Waltham**.

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 Taste of Perkins event and golf tournament. Our class of 2025 interns also volunteered at Perkins' campus to help prepare for the summer semester.

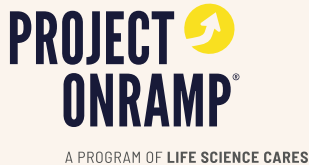
Lastly, we built on our partnership with **The Carroll Center for the Blind** as an attending sponsor for their Walk for Independence and hosted a community holiday event, contributing to their mission of helping people who are blind or visually impaired gain skills they need to be confident, active, independent individuals.



TALENT RECRUITMENT, DEVELOPMENT & RETENTION



We recruit and retain employees from diverse backgrounds, recognizing that individuals' unique experiences strengthen our culture and enhance organizational performance. As part of this commitment, we welcomed 10 interns into our annual **Formulate Your Future** summer internship program. We also partner with **Project OnRamp** to create rewarding summer employment opportunities for talented local undergraduates from low-income backgrounds.



In parallel, we continue to invest in learning and development by offering a range of professional growth opportunities, including **Situational Leadership**, **Self Leadership**, and **Crucial Conversations** training for employees and people managers.

PERFORMANCE PARTNERSHIPS

At EyePoint, our core values are the foundation of how we work and grow together. They are formally embedded in our performance framework through **Culture Contribution**, one of the two pillars of our **Performance Partnerships** program. All employees participate in meaningful career conversations and receive feedback not only on their performance, but also on how they actively contribute to strengthening our culture by living our core values.



To further reinforce this commitment, we introduced a **Culture Committee**, open to all employees. In addition to leadership, we understand the importance of employee voices as a primary source to shape culture. This voluntary group dedicates their time to developing creative initiatives that enhance employee engagement, promote well-being, and foster an inclusive environment where everyone feels supported and valued.

Quality Commitment

As part of our ongoing commitment to strengthening a robust Quality Culture across the organization, we continue to advance the **Quality Enhancement Plan (QEP)** implemented in 2024. The Quality Governance Committee (QGC) plays a central role in driving these efforts. Initially focused on strengthening Good Manufacturing Practices (GMP), the QGC expanded its scope in 2025 to include Good Clinical Practices (GCP).

The QGC meets regularly to provide governance oversight and leads action-oriented sub-teams, known as Quality Action Teams (QATs). These teams leverage subject matter experts and employees at all levels to address targeted quality initiatives and advance QGC-led priorities. This collaborative approach has resulted in increased GMP compliance at both the Watertown and Northbridge facilities, enhanced inspection readiness, and improved GCP procedures and processes.

Collectively, these efforts reinforce our commitment to maintaining a strong, sustainable Quality Culture across the organization.

Health & Safety

EyePoint’s **Environmental Health & Safety (EHS) Committee** expanded as a result of our new Northbridge manufacturing facility. Each of our site EHS committees 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. The committees incorporated proactive monthly facility inspections to look for opportunities to further reduce risks for our colleagues and the environment.

There was one (1) work-related injury, and we continued our performance of zero (0) illnesses and/or fatalities in 2025. 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 300A.

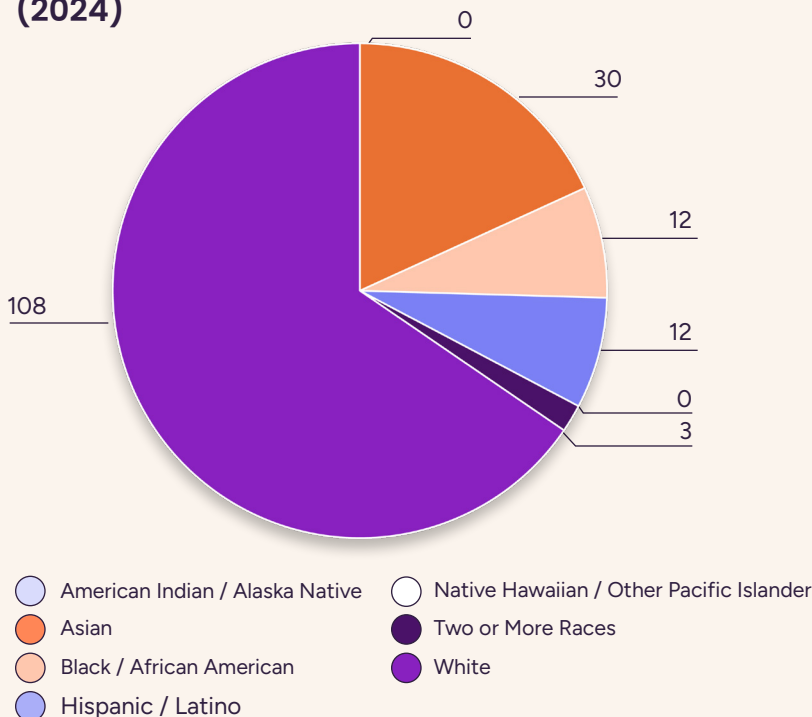
We expanded certain EHS employee volunteer programs to build on our robust EHS Culture. For example, 15% of our Watertown community and 28% of our Northbridge community are now trained in first aid, CPR, and AED support.

We also hosted a Health Fair for all employees, with offerings such as benefits education, flu shots, biometric screening, eye exams, and office ergonomics assessments.

Finally, EyePoint established an electronic Incident Reporting & Management system that improved our ability to rapidly report incidents, near misses, or unsafe conditions. This allows us to build on our existing EHS Management system to proactively identify opportunities to improve and share metrics on our EHS performance beyond lagging indicators.

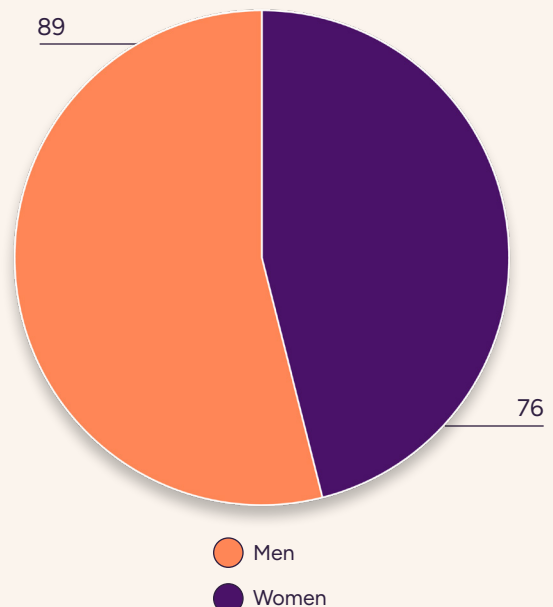
Total Workforce by Race/Ethnicity

(2024)



Total Workforce by Gender

(2024)



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 2025, 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:

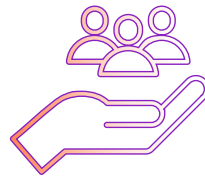


100%
have a policy requiring adherence to labor laws

100%
have a policy banning workplace harassment

93%

have a program in place to comply with product safety and OSHA requirements



90%
have a designated managerial representative assigned to ensuring compliance

87%

have a Corporate Social Responsibility Statement

87%

have a program in place to assess environmental footprint



87%

have procedures in place to report events, complaints, or concerns without fear of retaliation

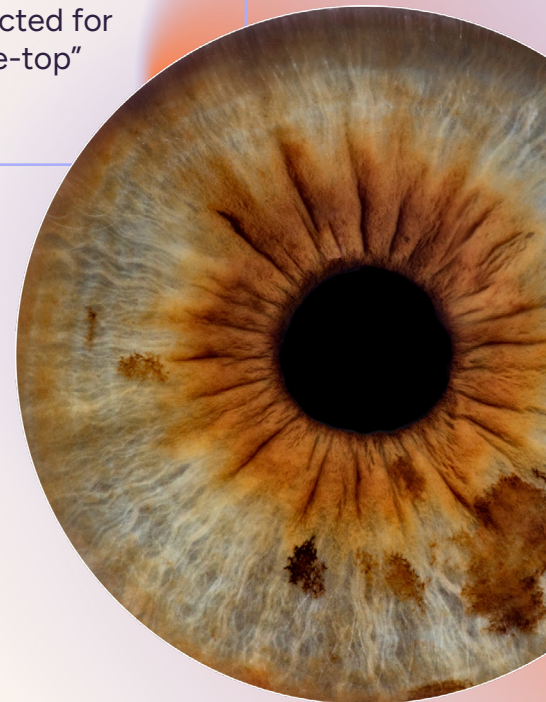
57%

have a process to engage stakeholder input in the design of ESG policies and programs



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. Furthermore, 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. We have not had any information security breaches or data losses through 2025 (2025, 2024, 2023, 2022, 2021). In 2025, EyePoint experienced a singular event whereby corporate email was accessed and used to social engineer a fraudulent financial payment from the Company. Our compensating controls thwarted the attempt and resulted in no loss to the Company. Also, in 2025 a rigorous digital security employee training program was implemented, and we contracted for cybersecurity insurance. To test our controls, we orchestrated a "table-top" exercise mimicking a cybersecurity breach.



Waste Generation

EyePoint expects to monitor and report several of these items in future editions of its ESG Performance Report. **In 2025, the total waste generation of our Watertown facility was reduced by approximately 6%.**

Total Waste

Site	2023	2024	2025
Watertown	13232	19059	17966
Northbridge	0	0	4490

Hazardous Waste

Site	2023	2024	2025
Watertown	11551	12260	12670
Northbridge	0	0	3143

Watertown

Site	2023	2024	2025
Hazardous Waste	11551	12180	12153
Non-Hazardous	1681	6799	5296
Biowaste	0	60	487
Universal Waste	0	20	30

Northbridge (operations began in 2025)

Site	2023	2024	2025
Hazardous Waste			2983
Non-Hazardous			1347
Biowaste			150
Universal Waste			10

Northbridge Facility

In preparation for commercialization, EyePoint focused its 2025 manufacturing efforts on building efficient processes and scaling operations at its Northbridge facility. This U.S.-based, state-of-the-art manufacturing site is designed to meet rigorous FDA and EMA standards, positioning the company for potential future global production of its lead investigational therapy.



“2025 was a pivotal year for our Northbridge manufacturing facility, as we completed all activities enabling GMP manufacturing of registration lots for our lead investigational therapy. We’ve made excellent progress towards completing this manufacturing campaign, which will support our planned NDA submission and bring us closer to advancing our mission to bring innovative therapeutics to patients with serious retinal disease.”



MICHAEL J. MACIOCIO,
Chief Manufacturing Officer

Metrics at a Glance

Topic	Metric	2022	2023	2024	2025
Health and Safety (employees & contractors)	Number of work-related fatalities	0	0	0	0
	Number of work-related injuries	0	0	0	1
	Recordable Incident Rate (RIR)	0	0	0	0.62
	Lost Time Injury Rate***	0	0	0	0.62
	Near Miss Frequency Rate (NMFR)	--	--	--	3.7***
Product Quality and Patient Safety	Number of product recalls or take-backs	0	0	0	0
	Number of products listed on the FDA's MedWatch Safety Alerts for Human Medical Products database	0	N/A*	N/A*	N/A*
	Number of fatalities related to products	0	N/A*	N/A*	N/A*
	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0	0	0	0
Governance	Percentage of employees who completed annual certification of our Code of Conduct	100%	99%	99%	99%
Employee Engagement	Percentage of employees who participated in annual employee engagement survey	98%	93%	93%	78%
Information Security Breach	Unauthorized access to company data or data losses	0	0	0	0
Political Contributions	Total money spent on political contributions and/or lobbying activities	\$325,578	\$25,000	0**	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.

***New EHS metric disclosed for 2025.

