



## Corporate Statement: Graybug Vision Joins CEO Action for Diversity and Inclusion™

February 1, 2021

I am proud to announce that Graybug is taking an action-oriented step, together with more than 1,500 businesses in the U.S., to advance diversity and inclusion in our workplace, communities and society. I am excited and inspired for us to join the *CEO Action for Diversity & Inclusion™* ([www.ceoaction.com](http://www.ceoaction.com)).

I strongly believe **diversity** of opinion, background, race, gender, ethnicity, sexual orientation, as well as **inclusive behaviors** driven by respect, listening and curiosity to learn from each other will be important catalysts to shape Graybug's culture. I also know we all have biases that sometimes get in the way of achieving this aspiration, and I commit to work with all Graybug employees to build awareness, learn and overcome those biases, one step at a time.

I have experienced the power of diversity multiple times in my international career and came across this quote recently: "*None of us is as dumb as all of us*". This has been posted on the wall of a meeting room of NASA in Houston to encourage speaking up and diversity of opinions to avoid group thinking. Embracing diversity is not only the right thing to do; it is the smart thing to do to drive superior results.

Joining the *CEO Action Pledge* ([www.ceoaction.com/pledge](http://www.ceoaction.com/pledge)) is the first step to reinforce Graybug's commitment to diversity as an enabler of our success, and to practice our values of embracing diverse opinions as well as having open and honest conversations – this will allow us to make better decisions.

I am confident that together, we will take concrete steps to create a culture that is diverse and inclusive, where we all can bring our best selves to work as we fulfill our purpose of helping people live fuller lives through healthier vision.

Fred Guerard, PharmD  
CEO