

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Xeris Pharmaceuticals, Inc.

Chicago

I. Development Assistance Agreements Awarded in 2017

| | Assistance Amount | Agreement Number |
|-----------------|-------------------|------------------|
| EDGE Tax Credit | 1,615,537.96 | 17 ZCA1088 |

II. Organization/Project Site Information

| | |
|---|--------------------------|
| Chief Officer or authorized designee | Blaine Roeder |
| Title | Tax Director |
| Address | 1375 W Fulton Suite 1300 |
| | Suite 1600 |
| | Chicago, IL 60607 |
| | USA |
| Phone | 312-517-1997 |
| E-mail | broeder@xerispharma.com |
| Standard Industrial Classification Number (SIC#) | 2834 |
| North American Industry Classification System (NAICS) | 325412 |

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois? No

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IV. Job Creation and Retention Data

Program Type EDGE Tax Credit

Agreement Number 17 ZCA1088

Assistance Amount 1,615,537.96

| Report Header Definitions | |
|---------------------------|--|
| Wages | Average Annual Salary by Classifications |
| Full-Time | Permanent Full-Time |
| +/- | Gain or (Loss) |

Number of Employees At the Time of Application

| Job Classification | Avg Annual Salary | Positions | Full-Time | Part-Time | Temporary |
|---------------------|-------------------|-----------|-----------|-----------|-----------|
| Supply Chain | 0.00 | 0 | 0 | 0 | 0 |
| Product Development | 0.00 | 0 | 0 | 0 | 0 |
| Human Resources | 865000.00 | 3 | 3 | 0 | 0 |
| Finance | 185000.00 | 1 | 1 | 0 | 0 |
| Marketing | 175000.00 | 1 | 1 | 0 | 0 |
| Operations | 0.00 | 0 | 0 | 0 | 0 |
| Clinical | 0.00 | 0 | 0 | 0 | 0 |
| IT | 0.00 | 0 | 0 | 0 | 0 |
| Legal | 0.00 | 0 | 0 | 0 | 0 |
| Quality Assurance | 0.00 | 0 | 0 | 0 | 0 |
| Regulatory | 0.00 | 0 | 0 | 0 | 0 |
| Medical Affairs | 0.00 | 0 | 0 | 0 | 0 |
| Sales | 0.00 | 0 | 0 | 0 | 0 |
| Totals: | | 5 | 5 | 0 | 0 |

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Number of Employees As of the Date of the Report (12/31/2025)

| Job Classification | Avg Annual Salary | Positions | Full-Time | +/- | Part-Time | +/- | Temporary | +/- |
|---------------------|-------------------|------------|------------|------------|-----------|----------|-----------|----------|
| Supply Chain | 286293.32 | 15 | 15 | 15 | 0 | 0 | 0 | 0 |
| Product Development | 182638.35 | 34 | 34 | 34 | 0 | 0 | 0 | 0 |
| Human Resources | 235800.35 | 10 | 10 | 7 | 0 | 0 | 0 | 0 |
| Finance | 427004.23 | 15 | 15 | 14 | 0 | 0 | 0 | 0 |
| Marketing | 183952.10 | 26 | 26 | 25 | 0 | 0 | 0 | 0 |
| Operations | 846072.41 | 9 | 9 | 9 | 0 | 0 | 0 | 0 |
| Clinical | 95838.04 | 5 | 5 | 5 | 0 | 0 | 0 | 0 |
| IT | 254050.95 | 7 | 7 | 7 | 0 | 0 | 0 | 0 |
| Legal | 287891.57 | 3 | 3 | 3 | 0 | 0 | 0 | 0 |
| Quality Assurance | 187419.22 | 11 | 11 | 11 | 0 | 0 | 0 | 0 |
| Regulatory | 192518.69 | 9 | 9 | 9 | 0 | 0 | 0 | 0 |
| Medical Affairs | 368517.22 | 8 | 8 | 8 | 0 | 0 | 0 | 0 |
| Sales | 69150.87 | 31 | 31 | 31 | 0 | 0 | 0 | 0 |
| Totals: | | 183 | 183 | 178 | 0 | 0 | 0 | 0 |

Number of Jobs Stated in the Agreement that would be Created at the Site as a Result of Assistance

| Job Classification | Avg Annual Salary | Positions | Full-Time | Part-Time | Temporary |
|----------------------------------|-------------------|-----------|-----------|-----------|-----------|
| Director of Business Development | 175000.00 | 1 | 1 | 0 | 0 |
| Headquarters | 235000.00 | 1 | 1 | 0 | 0 |
| Marketing | 250000.00 | 2 | 2 | 0 | 0 |
| Operations | 570000.00 | 3 | 3 | 0 | 0 |
| Regulatory | 235000.00 | 1 | 1 | 0 | 0 |
| Finance | 265000.00 | 4 | 4 | 0 | 0 |
| Totals: | | 12 | 12 | 0 | 0 |

Number of Jobs Stated in the Agreement that would be Retained at the Site as a Result of Assistance

| Job Classification | Avg Annual Salary | Positions | Full-Time | Part-Time | Temporary |
|--------------------|-------------------|-----------|-----------|-----------|-----------|
| NONE | 0.00 | 0 | 0 | 0 | 0 |
| Totals: | | 0 | 0 | 0 | 0 |

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Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2025

| Job Classification | Anticipated Starting Dates | Number of Positions to be Hired in this Category | Average Annual Wage per New Employee | Total New Payroll to be Created |
|--------------------|----------------------------|--|--------------------------------------|---------------------------------|
| NONE | | 0 | \$0.00 | \$0.00 |
| Totals: | | 0 | | \$0.00 |

Job Creation Data Explanatory Notes

If the change (gain/loss) in the number of full-time permanent employees as of the date of the report plus the number of full-time permanent employees anticipated to be hired after date of the report does not equal the number of full-time permanent employees stated in the Agreement that would be created at the site as a result of the assistance, then please explain why not:

Due to the expanding business, more employees were hired in the Chicago location than originally expected. Also, the Company expanded the Chicago Corporate Headquarters to handle the increase in headcount

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I, Blaine Roeder, as the chief officer or authorized designee of the recipient, verify that the information in the progress report contains no knowing misrepresentation of material facts upon which eligibility for development assistance is based. I further certify that, to the best of my knowledge, the recipient is in compliance with the development assistance agreement(s) between, or on behalf of, the recipient and the Illinois Department of Commerce and Economic Opportunity and/or the Illinois Department of Transportation and/or the office of the Illinois State Treasurer

Signature on File

Signature

4/3/2026

Date

Blaine Roeder

Title