

Sustainability Report

2025



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OUR REPORT

We are proud to present Glaukos' seventh annual Sustainability Report covering the 2025 calendar year, January 1, 2025, through December 31, 2025. This report covers all Glaukos operations and does not address the performance or operations of our suppliers, contractors, customers, or other third parties unless otherwise stated.

This report references the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks. We did not seek external assurance for this report. However, this year we did receive external limited assurance with respect to our greenhouse gas (GHG) emission calculations and disclosures.

In addition, Glaukos Internal Audit conducted a review of this report primarily focused on reviewing documentation in support of 2025 metrics, goal attainment, and other numerical measures reported. Certain non-numerical disclosures, e.g., customer stories or policy statements, are also included within the scope of Internal Audit's review. Forward looking statements or assumptions are not validated by Internal Audit. Our Management Disclosure Committee reviews our annual Sustainability Report prior to publication. The Compensation, Nominating, and Governance Committee of our Board of Directors provides oversight of the Sustainability Program.

To provide feedback or for questions on this report, please contact sustainability@glaukos.com.

GRI 2-2; GRI 2-3

INTRODUCTION

WE'LL GO FIRST

Innovation is at the core of everything we do.

At Glaukos, we push the limits of science and technology to solve unmet needs in chronic eye diseases for the benefit of patients worldwide.



INTRODUCTION

CEO MESSAGE

GRI 2-22

We are proud to issue our seventh annual Sustainability Report, which highlights the meaningful progress we continue to make in advancing our corporate sustainability priorities. These efforts are integral to strengthening our organization, supporting the communities we serve, and creating durable, long-term value for our shareholders.

Our commitment to building and evolving sustainability initiatives that align with our mission and strategic objectives remains unwavering. We are focused on responsibly serving all our stakeholders – including our employees, customers, patients, investors, and the global communities in which we operate – while maintaining the high standards of integrity, accountability, and innovation that define Glaukos.

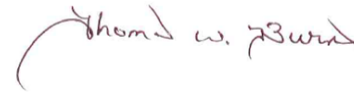
At Glaukos, we are in the business of pioneering entirely new marketplaces within ophthalmology. Our mission is to transform vision care by developing novel, dropless therapeutic platforms that can meaningfully advance the standard of care and improve outcomes for patients suffering from sight-threatening chronic eye diseases. Innovation is at the core of everything we do, and it informs not only our product strategy, but also how we approach sustainability, governance, and our responsibilities as a global healthcare leader.

Our mantra, “We’ll Go First,” reflects our willingness to challenge convention, push the boundaries of science, and disrupt legacy treatment paradigms across glaucoma, rare diseases, and retinal conditions. This same pioneering spirit guides our approach to sustainability and our commitment to continuous improvement as responsible corporate citizens. The programs, policies, and achievements detailed in this report offer compelling examples of our dedication to this guiding focus, which is fundamental to our culture and brand.

I would like to thank our Board of Directors for their ongoing guidance and support as we continue to strengthen our corporate sustainability efforts. I also want to recognize our more than 1,000 employees worldwide, for whom “We’ll Go First” is not just a tagline, but a defining principle that shapes how we work, how we lead, and how we serve patients every day.

Thank you for your continued interest and support of Glaukos.

Sincerely,



Thomas W. Burns

Chairman and Chief Executive Officer

GRI 2-22





INTRODUCTION

2025 SUSTAINABILITY PROGRAM HIGHLIGHTS AND ACHIEVEMENTS



GOVERNANCE

 <p>Launched updated Code of Conduct with associated employee training programs and online tools</p>	<p>Achieved</p> <p>100%</p> <p>companywide completion of annual cybersecurity awareness training</p>	 <p>Broke ground on new R&D and manufacturing facility in Huntsville, Alabama</p>
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SOCIAL

<p>Increased 401(k) company match to</p> <p>\$0.50</p> <p>on the dollar up to the first 8% of an employee's contributions</p>	<p>Achieved</p> <p>66%</p> <p>companywide participation in the GKOS ESPP</p>
 <p>Employees logged 870 volunteer hours, participated in 61 community service events, and adopted 321 families during the holiday season</p>	 <p>Launched pilot Glaukos Culture Leaders program focused on protecting and strengthening our unique culture</p>

PRODUCTS

 <p>Received FDA approval for Epioxa and prepared for early 2026 launch with substantial addition and expansion of patient awareness and support programs</p>	 <p>With patient advocacy groups, conducted awareness-building outreach to nearly 15,000 glaucoma and keratoconus patients</p>
<p>Provided more than</p> <p>\$22M</p> <p>to date in product donations to help needy patients in underserved regions of the world receive essential vision care</p>	<p>Reached milestone of</p> <p>14K</p> <p>keratoconus patients served since inception of Glaukos Patient Services</p>

ENVIRONMENTAL

 <p>Completed a climate risk assessment in accordance with Task Force for Climate-Related Financial Disclosures (TCFD)</p>	 <p>Received external limited assurance of GHG calculations and disclosure</p>
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GLAUKOS

Our focus is to develop and lead the global ophthalmic market with novel therapies that advance the existing standards of care and enrich the lives and treatment alternatives for patients worldwide.

17

Countries with direct sales operations

~1,000

Employees worldwide

\$507 Million

Net sales worldwide in 2025

Founded in 1998, Glaukos is an ophthalmic pharmaceutical and medical technology company focused on developing and commercializing novel therapies for the treatment of glaucoma, corneal disorders, and retinal diseases.

We pioneered Micro-Invasive Glaucoma Surgery (MIGS) as an alternative to the traditional glaucoma treatment paradigm, launching our first MIGS device commercially in 2012. In 2024, Glaukos launched iDose® TR, a first-of-its-kind, long-duration, intracameral procedural pharmaceutical designed to deliver 24/7 glaucoma drug therapy inside the eye for extended periods of time. We also market the only FDA-approved corneal cross-linking therapy utilizing a proprietary bio-activated pharmaceutical for the treatment of keratoconus, a rarely diagnosed corneal disorder. Glaukos continues to develop and advance a robust pipeline of dropless platform technologies designed to meaningfully improve treatment options and quality of life for patients suffering from chronic eye diseases.

Our company completed an initial public offering (IPO) in June 2015, and our shares are traded on the New York Stock Exchange (NYSE) under the ticker symbol "GKOS". We are based in Aliso Viejo, California and operate additional facilities in the United States, as well as in Canada, the United Kingdom, Germany, Japan, Australia, and Brazil.

GLAUKOS

NYSE CELEBRATION

On June 25, 2025, we celebrated the 10-year anniversary of our IPO at the NYSE. Chairman and CEO Thomas Burns rang the closing bell, cheered by approximately 175 current and former Glaukos employees and board members who traveled to New York to join the festivities.

“This is a proud and humbling moment for our company and a milestone that would not have been possible without the dedication of our teams, trust of our customers and support of our partners and shareholders,” said Mr. Burns. “Over the past decade, Glaukos has grown from a single-product, U.S.-focused company into a diversified, global leader in ophthalmology with more than 1,000 employees around the world. Just as it did at the time of our IPO, innovation remains at the core of everything we do. I am deeply grateful for how far we’ve come, and excited as we embark upon our next transformational decade ahead.”



GLAUKOS

PATIENT FOCUS

GRI 2-6

We are focused on addressing unmet clinical needs of large and underserved patient populations suffering from glaucoma, corneal disorders, and retinal diseases.

Glaucoma

Glaucoma is a group of eye diseases characterized by progressive and irreversible vision loss in which elevated levels of intraocular pressure (IOP) are often associated with optic nerve damage that can cause blindness. Elevated IOP, or ocular hypertension (OHT), occurs when aqueous humor is not circulating normally or properly draining from the front part of the eye, called the anterior chamber. People with OHT are at increased risk for developing glaucoma.

Primary open-angle glaucoma (OAG) is the most common form of the disease. It is a lifelong condition that accounts for at least 90% of all glaucoma cases, according to the Glaucoma Research Foundation. While there is no cure for glaucoma, controlling IOP is the only known treatment, and clinical studies confirm that lowering IOP can reduce the progression of optic nerve damage and visual field defects. Market Scope 2024 estimates that there are approximately 12 million people in the U.S. with OHT or primary OAG, of which more than six million are diagnosed and treated.

Prescription eye drops can be effective at managing IOP, but rates of patient non-compliance with these topical medications are high due to chronic side effects, instillation difficulties, cost, non-adherence to complex dosing regimens, and other issues. Research indicates that more than 90% of patients are non-compliant with drops and approximately 50% of patients purposefully discontinue their drops within six months.¹ Because there are often no early symptoms, many people with glaucoma do not know they have the disease. For this reason, glaucoma is often called the “silent thief of sight.”

According to the CDC, anyone can get glaucoma, but certain groups are at higher risk, including African Americans over age 40, anyone over age 60, people with a family history of glaucoma, and people who have diabetes.

¹ Nordstrom BL, Friedman DS, Mozaffari E, Quigley H, Walker AM. Persistence and adherence with topical glaucoma therapy. *Am J Ophthalmol.* 2005;140(4): 598-606

Corneal Disorders

Keratoconus is a debilitating eye condition characterized by progressive thinning and weakening of the cornea that is often most aggressively advancing in patients under the age of 30. If left untreated, keratoconus can lead to loss of visual function and even blindness and is one of the leading causes of corneal transplants (penetrating keratoplasty) in the U.S. Approximately 90% of cases of keratoconus are bilateral and as many as 20% of untreated keratoconus patients ultimately require a corneal transplant. Conventional keratoconus treatments such as eyeglasses or contact lenses address visual symptoms only and do not slow or halt underlying disease

Retinal Diseases

Retinal diseases vary widely but universally affect the retina, a thin layer of tissue inside the back wall of the eye containing light-sensitive cells that convert light into neural signals. Most retinal diseases cause visual impairment, including blurred or distorted vision, and vision loss. Age-related macular degeneration (AMD) is a progressive disease that occurs when the macula, the central portion of the retina, is impaired, which can result in severe vision problems. According to Johns Hopkins Medicine, risk factors for AMD include being 50 and older, smoking, having high blood pressure, and eating a diet high in saturated fat.

Diabetic macular edema (DME) is highly prevalent among individuals with type 2 diabetes and is associated with diabetic retinopathy (DR), the impairment of small blood vessels in the retina caused by increased glucose levels. Advanced DR can lead to fluid leaking into the macula, which causes DME and severe vision impairment. Retinal vein occlusion (RVO) occurs when the flow of blood from the retina is blocked, often due to a blood clot blocking the retinal vein, which can result in severe vision problems.

GLAUKOS

NOVEL PLATFORMS

GRI 2-6

We continue to successfully invest in and advance our robust pipeline of novel, promising platform technologies that we believe can provide significant new treatment options for patients while expanding our addressable markets and fundamentally transforming our company over time. Our platforms embody ambitious, big ideas that challenge conventional thinking and strive to overcome the shortcomings of traditional treatment paradigms. We believe they can generate a robust cadence of new products over the coming years that can generate layers of future growth.

We currently have 13 publicly disclosed pipeline programs, which represents a significant increase vs. our disclosed pipeline program count (four) in 2015, when we became a publicly traded company. The following is a summary of our platforms. See the [Product Innovation](#) section of this report and our [Quarterly Summary](#) for more information.

iStent® Platform

Through our foundational iStent micro-surgical platform, we are pioneering MIGS, a new treatment for glaucoma. This platform includes an array of devices designed to reduce IOP by restoring the natural aqueous humor outflow pathways for patients suffering from glaucoma. We believe our iStent portfolio is the industry's most comprehensive offering of minimally invasive, tissue-sparing glaucoma solutions. It is designed to provide a full range of options to fit surgeons' individual treatment algorithms for every stage of disease progression, from OHT through refractory disease, and in both combo-cataract and standalone procedures. We are proud to be the corporate pioneer and global market leader in MIGS, with our family of iStent technologies supported by 400+ peer-reviewed publications, 20+ years of clinical and commercial experience.

iDose® Platform

Our iDose sustained-release procedural pharmaceutical platform consists of targeted, minimally invasive, injectable implants designed to deliver therapeutic levels of medication from within the eye for extended periods of time. It is designed to address ubiquitous patient nonadherence and chronic side effects associated with topical medications by providing 24/7, long-duration, robust efficacy with minimal side effects. iDose TR,

approved by the U.S. Food and Drug Administration (FDA) in 2023, is a first-of-its-kind intracameral procedural pharmaceutical designed to deliver glaucoma drug therapy for up to three years.

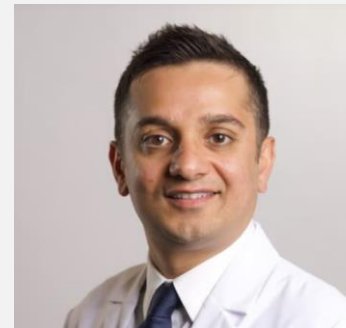
With the commercial launch of iDose TR, we are pioneering an entirely new category of procedural pharmaceuticals that has the potential to reshape glaucoma management as we know it today. We are excited to now bring this transformative technology to market and, in doing so, expand the treatment alternatives for the full range of glaucoma disease severity. Given our development success to date with iDose TR, we continue to invest resources to develop future iDose solutions.

To date, Glaukos has supplied more than three million interventional glaucoma implants globally, helping patients better manage their glaucoma.



"When we [my doctor and I] first talked about iDose TR, I thought it was remarkable. I thought about how lucky I am to be living in the era that medicine has gotten so sophisticated. When I saw how tiny it [iDose TR] was, I was just grateful. I never knew it was there; I couldn't feel it in my eye. I was never aware of it at all."

-- Jo, iDose TR patient



"Eye pressure is being controlled much better than ever before. Patients can have the same medication inside their eye as they would have otherwise been putting on the surface of their eye, but without exposure to preservatives that cause damage and ocular surface disease. With iDose TR, we have the opportunity to help control a disease in a safe way that is very effective in managing pressure 24/7."

-- Ardan Aminlari, MD

GLAUKOS

iLink® Platform

Our iLink pharmaceutical platform consists of novel single-use drug formulations that are bio-activated by our proprietary systems. These systems deliver ultraviolet light to the cornea to induce a biochemical reaction called corneal cross-linking, or CXL, designed to strengthen, stabilize, and reshape the cornea.

It is the first and only FDA-approved CXL procedure that slows or halts the progression of keratoconus and helps preserve vision. Even though keratoconus is a serious sight-threatening disease and the leading cause of full thickness corneal transplants in the U.S., we believe it remains vastly undertreated. This undertreatment is due primarily to underdiagnosis and the historical lack of an effective solution.

In October 2025, we announced FDA approval of Epioxa, a groundbreaking CXL advancement for the treatment of keratoconus. This approval marks a significant milestone for Glaukos and ushers in a new standard-of-care for keratoconus patients and practitioners with the first and only FDA-approved topical drug therapy that does not require removal of the corneal epithelium, the outermost layer of the front of the eye.

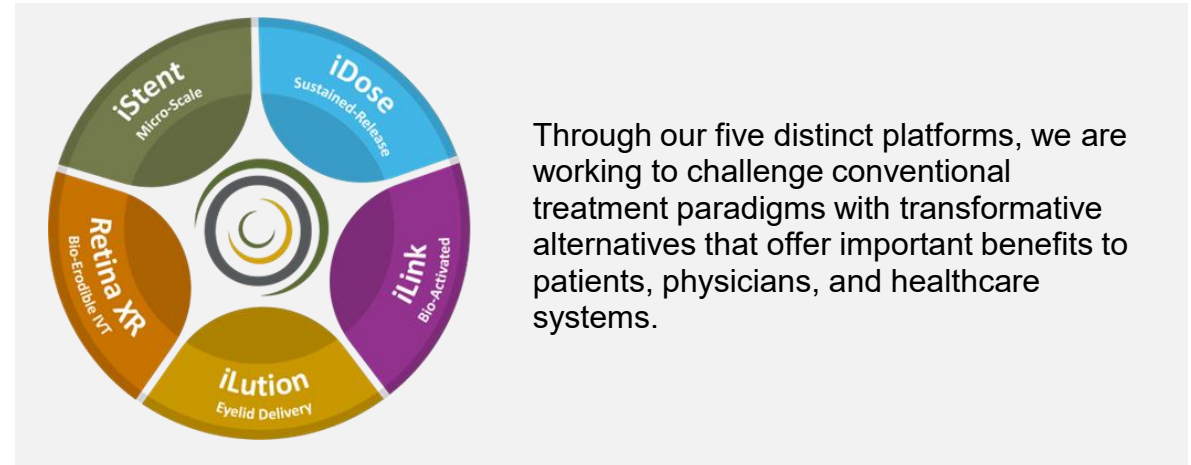
FDA approval of Epioxa marks a pivotal moment, introducing the first incision-free treatment for keratoconus and offering a groundbreaking new therapy for patients. Just as important, it gives us the opportunity to reset and redefine our go-to-market approach to better address this sight-threatening disease and truly expand patient access.

With the approval of Epioxa, we plan to substantially increase our investments in patient awareness and access while addressing the longstanding challenges of underdiagnosis and undertreatment that have affected this rare disease community.



"Thank you Glaukos...a million times over. It [Epioxa] is a medical miracle."

--Sam,
Epioxa patient, pictured with his mother Rachel



Through our five distinct platforms, we are working to challenge conventional treatment paradigms with transformative alternatives that offer important benefits to patients, physicians, and healthcare systems.

iLution™ Platform

Our iLution transdermal pharmaceutical platform, which consists of patented, cream-based drug formulations, are applied to the outer surface of the eyelid for dropless delivery of pharmaceutically active compounds for the treatment of eye disorders. We believe iLution’s differentiated delivery approach on the eyelid may offer significant advantages over traditional topical delivery, including the potential for easier administration, faster onset of action, and fewer side effects, such as reduced preservative induced corneal and conjunctival sequelae, all of which can help contribute to better compliance and improved patient outcomes.

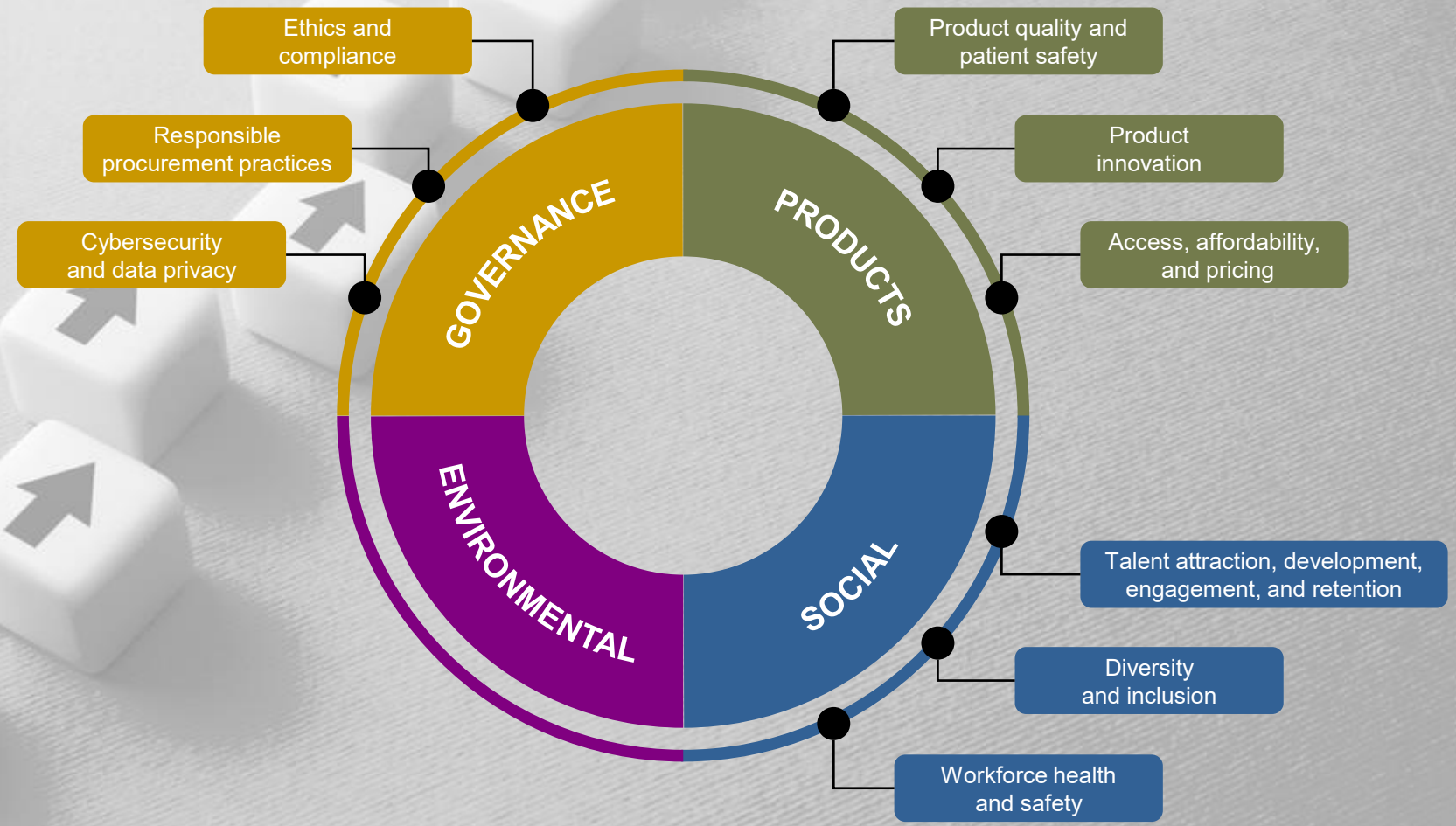
Retina XR Platform

Our bio-erodible sustained release pharmaceutical platform, known as Retina XR, is designed to treat retinal diseases, the largest market in ophthalmology today. The goal of these investigational programs is to provide retinal specialists and their patients with novel sustained pharmaceutical treatment options that offer a meaningfully longer duration-of-effect than the current standard of care dominated by short lasting biological injections that often impose tremendous treatment burdens on patients because of the high-frequency of required treatments.

SUSTAINABILITY PROGRAM

Glaukos is committed to providing transparency on management of the product, environmental, social, and governance topics that are important to stakeholders and impactful to our business success

TIER 1 TOPICS



2024 AND 2025 SUSTAINABILITY GOALS

SUSTAINABILITY PROGRAM

We continuously review our sustainability program and policies throughout the year.

GRI 2-9; GRI 2-13; GRI 2-14; GRI 2-29; GRI 3-1; GRI 3-2

In 2025, we continued to focus on initiatives aligned with our business strategy, achieving established goals and setting new goals, peer benchmarking, applicable ratings and rankings gap analysis, engaging with stakeholders, meeting regulatory requirements, and maturing our disclosure.

Every year we engage in a substantive conversation with our shareholders to better understand their expectations regarding our environmental, social, and governance efforts. For the past nine years, including 2025, we have engaged with stockholders representing more than 60% of our outstanding stock. Their feedback is critical to our environmental, social, governance, and executive compensation design and we take action each year in response to this outreach. See our [Proxy Statement](#) for more information about our outreach efforts, stockholder feedback, and responsive actions. Additionally, every board member as well as certain members of senior management receive sustainability updates through our corporate membership with the National Association of Corporate Directors.

Sustainability Governance and Council

We are diligent in ensuring proper oversight of our Sustainability Program. Our Board of Directors oversees the adoption and implementation of our sustainability initiatives. The Board's Compensation, Nominating, and Governance Committee updated its Committee Charter in December 2020, to formalize its responsibility for oversight of sustainability matters. The Committee receives quarterly

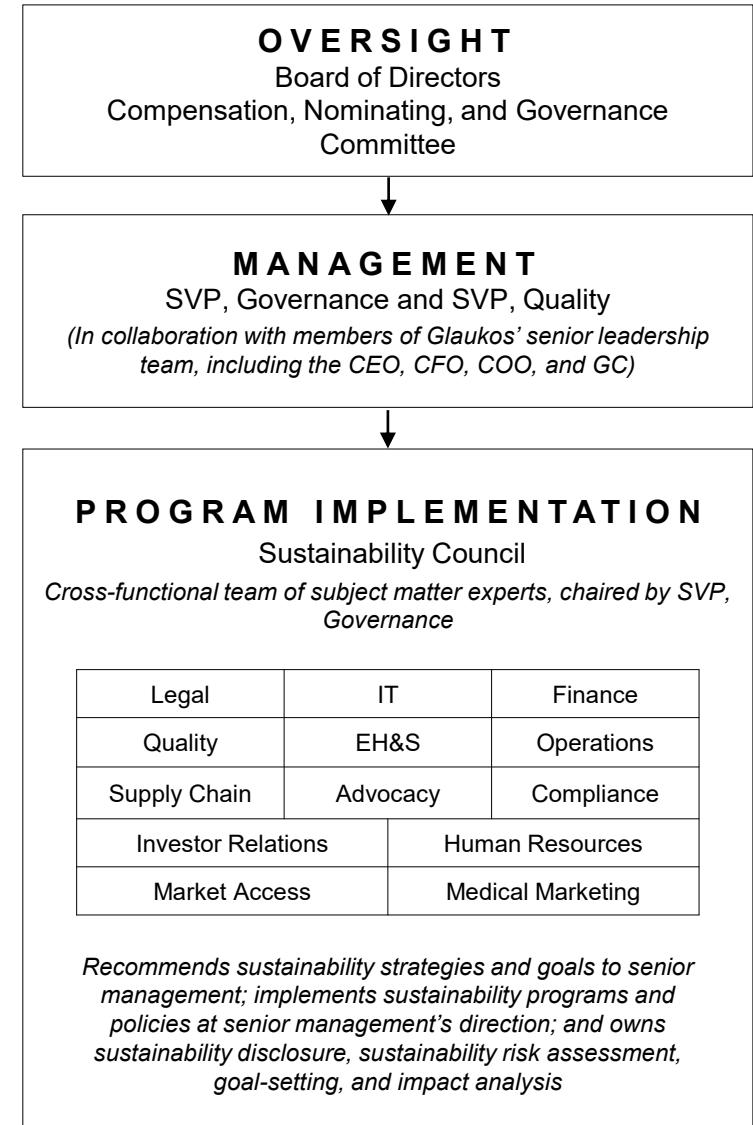
updates on our progress and reports the information to the full Board. Please visit the Compensation, Nominating, and Governance Committee Charter and our Proxy Statement for more information.

In addition to Board-level sustainability oversight, we formed the Glaukos Sustainability Council in late 2020, a task force of cross-functional subject matter experts, to lead the formulation and implementation of sustainability policies and programs under management's direction. The Sustainability Council's first undertaking was to research and evaluate the various sustainability topics to prioritize Glaukos' goal-setting process and disclosure framework.

Prioritization

In early 2021, we identified "Tier 1" topics, which we consider the most important to stakeholders. These topics, which have the highest potential impact on Glaukos' business success, are the focus of our sustainability management, goal setting, and reporting. While we consider each topic to be important to our success, it is imperative that we allocate resources to those topics that will have the most impact on Glaukos' business and drive shareholder value. Although none of our Tier 1 topics fall into the Environmental category, we will continue to report on environmental matters. It is important that we maintain public accountability for our energy and water use, waste generation and disposal, and climate impact and strategy.

These Tier 1 topics remain the most impactful to Glaukos' business success and have not changed since inception. Each year, we evaluate disclosure content based upon feedback from external sources, including our shareholders, as well as updates or changes in our business strategy.



SUSTAINABILITY PROGRAM

Evaluation and Goal Setting

After identifying our Tier 1 topics, we assigned responsibility for each topic to the most relevant member of the Sustainability Council, based on their role and responsibilities. For example, our Sr. Vice President, Operations, is the topic owner of Responsible Procurement Practices. The topic owners assume responsibility for reviewing our management approach for each Tier 1 topic and identifying improvement opportunities.

Over the years, we have modified membership on the Council to incorporate expertise based upon changes in focus within each of our Tier 1 topics. At the end of each calendar year, we hold Sustainability Council meetings to propose, discuss, and set new goals. Once the Council agrees on the updated goals, the Sustainability Committee chair presents the draft goals to senior management for final approval. The goals are then discussed with the NCG Committee of the Board prior to publication.

We continue our regular Sustainability Council meetings throughout the year to support and review progress toward our goals, as well as to review peer benchmarking and rating and ranking analysis. Our goals include annual and time-bound goals. The goals for each Tier 1 topic are set forth on the following pages. We report annually on our progress toward these goals, which may be adjusted or expanded as we continue to refine our sustainability program.

This report reviews Glaukos' Tier 1 sustainability topics, how we manage them, and the steps Glaukos plans to take to demonstrate continuous improvement. The topics have been grouped by category — Governance, Products, Social, and Environmental.



GLAUKOS SUSTAINABILITY COUNCIL

Glaukos Chairman and CEO Tom Burns (right) and Sustainability Council members gather in May 2025 to celebrate achievement of annual program goals.

SUSTAINABILITY PROGRAM GOALS


GOALS SET IN 2025 ¹		YE 2025 STATUS	GOALS SET IN 2026 ¹
GOVERNANCE			
ETHICS AND COMPLIANCE	Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors and applicable new hires	●	Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors and applicable new hires
	Annual certification of Code of Conduct by 100% of employees	●	Annual certification of Code of Conduct by 100% employees
	Finalize new and improved Code of Conduct in 2025	●	Launch Code of Conduct training in five additional languages beyond English
	Conduct stand-alone Code of Conduct training for all active employees	●	Launch smart code of conduct (interactive website)
RESPONSIBLE PROCUREMENT PRACTICES	By 2027, change from paper IFUs to electronic for all medical devices (where permitted by regulation)	◐	By 2027, change from paper IFUs to electronic for all medical devices (where permitted by regulation)
	Validate biodegradable packaging for Corneal Health Epioxa product by 2026	◐	Validate biodegradable packaging for Corneal Health Epioxa product by 2026 Implement biodegradable packaging for iStent infinite device family in 2026 (where permitted by regulation)
CYBERSECURITY AND DATA PRIVACY	Enhance Vulnerability Reporting Program to identify, document, and escalate vulnerabilities in infrastructure	●	Expand on AI-driven cyber defenses to monitor, detect, and block cyber attacks against Glaukos systems
			Advance NIST CSF 2.0 compliance by building on strong security control foundations and compliance management
PRODUCTS			
PRODUCT QUALITY AND PATIENT SAFETY	Zero product recalls	●	Zero product safety recalls
	100% of employees complete Quality Compliance/cGMP training	●	100% of employees complete Quality Compliance/cGMP training
	100% of employees complete adverse event and product complaint training	●	100% of employees complete adverse event and product complaint training
	Positive regulatory inspections of manufacturing sites with no major findings	●	Positive regulatory inspections of manufacturing sites with no major findings
PRODUCT INNOVATION	FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals	●	FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals
	Advancement of key clinical programs	●	Advancement of key clinical programs

SUSTAINABILITY PROGRAM GOALS

GOALS SET IN 2025 ¹		YE 2025 STATUS	GOALS SET IN 2026 ¹
PRODUCTS (continued)			
ACCESS, AFFORDABILITY, AND PRICING	As part of the iDose Your Dose program, provide iDose TR donations to 100% of eligible applicants		As part of the iDose Your Dose program, provide iDose TR donations to 100% of qualified applicants
	In coordination with patient advocacy organizations, support patients with educational materials to build awareness of early intervention, find community, and manage their disease; reaching 20,000 glaucoma patients in key patient demographics and 5,000 keratoconus patients		In coordination with patient advocacy organizations, support patients with educational materials to build awareness of early intervention, find community, and manage their disease; reaching 10,000 glaucoma patients in key patient demographics and 5,000 KC patients
	By 2027, develop a team of Patient Ambassadors to educate U.S. patient and advocacy organizations		By 2027, develop a team of Patient Ambassadors to educate U.S. patient and advocacy organizations
	By 2030, surpass 10,000 cumulative stent donations and 150 recipient organizations		By 2030, surpass 10,000 cumulative stent donations and 150 recipient organizations As part of patient access programs for Epioxa, provide patient assistance to 100% of qualified applicants

SOCIAL			
TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION	Maintain retention rates above industry average		Maintain retention rates above industry average
	Launch two significant communication activities and programs focused on preserving and enhancing our culture		Ensure 100% of employees have access to, and awareness of, professional development (leadership development and technical training)
	Exceed the number of charitable events conducted in 2024 by 10%		Conduct successor analysis and develop plans for all critical roles and executive positions
DIVERSITY AND INCLUSION	Implement curated course recommendations for employees, with a focus on inclusiveness		Report workforce composition data and succession planning, together with talent and leadership readiness insights, to Board members at least twice annually
			Conduct annual pay equity analysis; identify and address gaps as appropriate
			Increase awareness of the comprehensive benefits that support physical, financial, and mental well-being
WORKPLACE HEALTH AND SAFETY	Evaluate new ergonomic software implemented at corporate headquarters and, if effective, implement in Burlington and San Clemente		Deploy ergonomic software to Germany Distribution Center in 2026
			Conduct an annual health and safety risk assessment and implement at least one new initiative annually to mitigate the top identified risk

SUSTAINABILITY PROGRAM GOALS

GOALS SET IN 2025 ¹	YE 2025 STATUS	GOALS SET IN 2026 ¹
ENVIRONMENTAL		
Maintain ISO 14001 Certification for San Clemente and Burlington sites		Maintain ISO 14001 Certification for San Clemente and Burlington sites <hr/> Establish ISO 14001 Certification for Germany Distribution Center in 2026 <hr/> Assess Scope 3 emission categories to determine the materiality of each category with the plan to calculate and disclose the three most applicable categories by 2027

- Completed
- ◐ Partially Completed
- ◑ On Track
- Not Completed

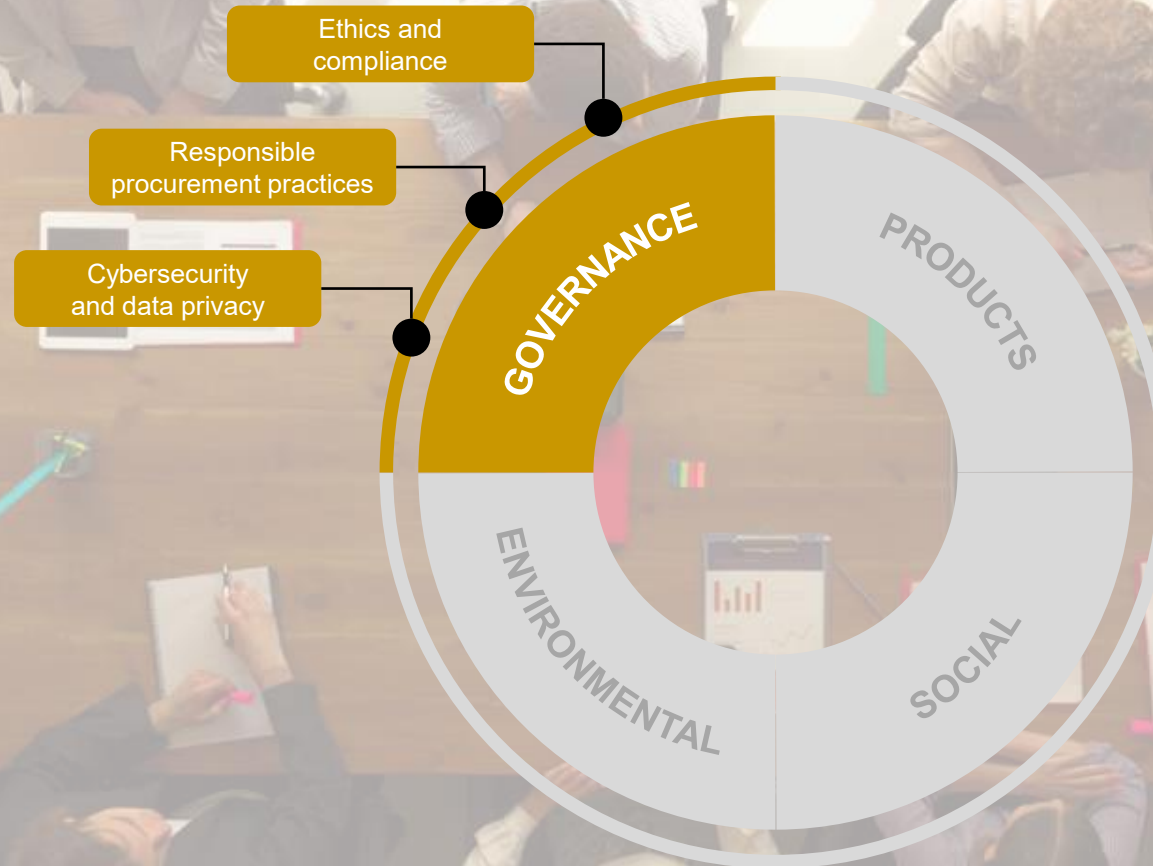
New 2026 Goals Bolded

¹ Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum.

GOVERNANCE

Glaukos is committed to responsible management of our business. Proper governance ensures that we are operating in a manner that promotes long-term business success.

TIER 1 GOVERNANCE TOPICS



2025 AND 2026 GOVERNANCE GOALS

GOVERNANCE: ETHICS AND COMPLIANCE

Ensuring training and policies are in place to promote ethical behavior, including compliance with all relevant laws and regulations.

GRI 2-15; GRI 2-23; GRI 2-25; GRI 2-26; GRI 3-3; SASB HC-BP-260a.2; SASB HC-MS-270a.2; SASB HC-BP-270a.2; SASB HC-BP-510a.2; SASB HC-MS-510a.2

MANAGEMENT APPROACH

Glaukos seeks to foster a workplace culture that values integrity and ethical conduct to ensure that we are respected and trusted by our customers, peers, current and prospective employees, and investors. By conducting ourselves in a compliant and ethical manner, Glaukos can increase the trust and goodwill of our stakeholders, create a working environment in which employees are engaged and proud to work for us, and avoid the cost and time required to address problems arising from noncompliance.

Acting in an ethical and compliant manner, both with respect to internal policies and external laws and regulations, is integral to every decision we make. Glaukos policies are intended to help our employees understand the importance of acting ethically to uphold our reputation of respect, trust, confidence, and integrity.

Compliance Leadership and Oversight

We implemented the Glaukos Compliance and Ethics Program to help us comply with state, federal, and international regulations and to provide guidance on interactions with healthcare professionals.

The Program also helps us manage compliance-related risks. The company's Chief Compliance Officer leads the Program and reports to the Audit Committee of our Board of Directors quarterly. In addition to our Board of Directors, we established the Audit Committee as a dedicated monitoring body to ensure the effectiveness and integrity of our compliance practices, assess risks, and review key compliance initiatives.

The Chief Compliance Officer also chairs the Glaukos Compliance Committee, comprised of senior management representatives from Legal, Governance, Commercial Operations, Finance, Human Resources, and Internal Audit. The Compliance Committee advises and assists with the implementation of the Program.

Policies

As part of the Program, Glaukos adopted policies and procedures which serve as written standards of conduct for our employees and third-party distributor business partners. These policies and procedures include, among others:

- [Code of Conduct](#).
- Compliance and Ethics Program Procedure.
- Code of Ethics on Interactions with U.S. Health Care Professionals which requires adherence to the AdvaMed Code of Ethics.
- External Communications Procedure and Social Media Guidance.
- Global Business Travel and Expense Policy.
- Distributor Anti-Corruption Compliance Policy.
- U.S. Foreign Corrupt Practices Act (FCPA)/Anti Bribery Policy.
- Internal Investigations Policy.
- State and Local Compliance Registration and Reporting Policy.
- International Transparency Reporting Requirements Policy.
- [Insider Trading and Tipping Policy](#).
- Basic Inquiry Complaint and Adverse Event Reporting.
- Corporate Communications and Disclosure Controls.
- Internal Privacy Policy.
- Information Security Policy.

Our policies communicate that a culture of integrity is an asset. Our Code of Conduct serves as a standard for Glaukos employees, officers, and the Board of Directors. Noncompliance with the Code poses a significant financial and reputational risk.

These policies and procedures are reviewed in response to material regulatory, legal, or operational developments to ensure they remain effective, relevant, and aligned with evolving legal, regulatory, and business requirements. Updates are made as necessary to address emerging lessons learned from internal audits, compliance investigations, and regulatory developments.

GOVERNANCE: ETHICS AND COMPLIANCE

Culture – Company Values and Attributes

In addition to these policies, management has embedded previously created and distributed values and attributes into our Code of Conduct to help employees understand the Glaukos culture and how to embody these principles in daily actions and decisions. This initiative reinforces our commitment to fostering an ethical and compliant workplace, which is aligned with our core values.

Auditing and Monitoring

The Program also defines our efforts to annually monitor, audit, and evaluate compliance with our Code of Conduct, supporting policies and procedures, and related processes and controls. These audits identify key findings and provide recommendations, which lead to management action plans designed to mitigate risks and improve compliance. The scope, nature, and frequency of our reviews and compliance monitoring are adjusted based on factors such as new or amended legal and regulatory requirements, changes in business practices, and other risk considerations. We also monitor all reports of noncompliance made to our employee hotline. See the [Reporting Hotline](#) section for more information.

Enforcement of Standards

Our Program also contains disciplinary action guidelines to follow when an employee violates internal policy or external regulation. We assess violations to determine if they resulted from gaps in our policies, practices, or internal controls and make internal adjustments to prevent future violations. Our disciplinary guidelines are intended to help us maintain a consistent approach to disciplinary actions, which can be as severe as termination.

Externally, Glaukos complies with the Drug Supply Chain Security Act (DSCSA). Through this regulation, Glaukos is required to report any potential counterfeit products to the Criminal Division of the U.S. Department of Justice.

Annual Work Plan

A comprehensive compliance risk register is utilized to systematically assess and manage key risks addressed in our Code of Conduct. The register maps risks and sub-risks against internal investigation outcomes, audit and monitoring findings, enforcement

trends, and published regulator annual workplans, which directly informs the development of our annual compliance workplan, ensuring that priorities are evidence-based and aligned with the evolving regulatory landscape.

Political Participation

Our Code of Conduct prohibits employees from using company funds or assets for political purposes unless approved by the Chief Compliance Officer. In support of sound public policy, we support those persons who serve the public by seeking elected office. Consistent with U.S. federal and state laws, Glaukos has established the Glaukos Political Action Committee (Glaukos iPAC), funded solely through employee contributions. Glaukos iPAC offers eligible U.S. employees a voluntary way to participate in shaping public policy and voicing views on business-related issues. Registered with the Federal Election Commission, the iPAC files regular reports on its contributions and expenditures in accordance with the Federal Election Campaign Act of 1971. Additionally, Glaukos is registered to lobby with the U.S. Congress and files regular reports disclosing lobbying activities as required by the Lobbying Disclosure Act of 1995.

Critical topics covered in our Code of Conduct include:

- Reporting code violations.
- Competition and fair dealing.
- Anti-bribery and corruption.
- Compliance with laws and regulations.
- Policy against retaliation.
- Conflicts of interest.
- Protection and use of company assets.
- Political contributions and volunteer activities.
- Handling of company records and confidential information.
- Accuracy of financial reports and other public communications.
- Appropriate business practices relating to gifts and entertainment.
- Maintaining the health and safety of the company's environment and workplace.
- Prohibits employees from using company funds or assets for political purposes.

GOVERNANCE: ETHICS AND COMPLIANCE

Healthcare Professional Interactions

At Glaukos, we recognize that interacting with healthcare professionals is essential to develop innovative products and provide vital education and training on our ophthalmic treatments and therapies. Our interactions with healthcare professionals must comply with state, federal, and international laws and regulations and satisfy ethical standards appropriate for our industry. We must also fulfill the required transparency reporting related to those dealings.

The company has adopted policies and procedures to guide our interactions with healthcare professionals and establish the process for reporting obligations (payments and other transfers of value) in the jurisdictions in which it is mandated, including our Code of Ethics on Interactions with U.S. Health Care Professionals, State and Local Compliance Registration and Reporting Policy, and International Transparency Reporting Requirements Policy. Engagement with healthcare providers is an important part of our business so that we may convey vital information regarding our products and the diseases they are intended to treat or so that we can gain and share knowledge from their expertise and experience. These policies ensure that we engage with healthcare providers responsibly, avoiding any improper influence on their independent medical judgment.

Glaukos requires the following interactions with healthcare professionals adhere to the AdvaMed Code of Ethics:

- Educational and Training Support.
- Consulting and Research Engagements.
- Sales, Promotional, and Business Interactions.
- Gifts and Meals.
- Charitable Donations and Grants.
- Third-Party Relationships and Transparency.



Glaukos conducts in-person and online training on our policies and procedures, including:

- Code of Conduct Principles.
- Ethical Interactions with Healthcare Professionals and Payors.
- Promotional Communications.
- Reporting Violations.
- Transparency Reporting and Privacy
- Anti-Corruption.

Glaukos engages third-party distributors to sell our products in countries where we do not have direct presence or personnel. These distributors represent Glaukos when selling our products and are expected to uphold the same ethical standards we follow when interacting with customers. Prior to engagement, distributors undergo a risk-based due diligence process that includes screening against global sanctions lists, review of beneficial ownership, and assessment of business integrity, reputation, and relevant experience. If red flags are detected, we take appropriate steps to mitigate any risk to the company.

Our contracts with distributors are now pre-approved by a regional Distributor Committee of internal stakeholders. The contracts include provisions requiring:

- Compliance with applicable anti-corruption laws, including the Foreign Corrupt Practices Act.
- Audit rights, and the ability to terminate relationships for non-compliance.
- A Distributor Code of Conduct requiring both parties to comply with laws, including anti-corruption and export regulations.

We also provide anti-bribery and anti-corruption training to all new and renewing third-party distributors. Additionally, Glaukos engages U.S. healthcare professionals for legitimate consulting services if they possess the requisite qualifications, experience, special knowledge, and/or capabilities. The consulting services and related payment rates are subject to a needs assessment and fair market value evaluation. All new and renewed distributors and consultants are subject to pre-engagement and ongoing sanction, debarment, and adverse media screenings.

GOVERNANCE: ETHICS AND COMPLIANCE

Marketing Practices

Glaukos is dedicated to upholding the highest standards of honesty and integrity in our marketing practices. We avoid any unsubstantiated claims about the health benefits of our products and prioritize full transparency about potential risks, aiming to provide our customers with clear, accurate, and reliable information.

Glaukos has adopted several marketing practices policies, including our Code of Ethics on Interactions with U.S. Health Care Professionals, Unsolicited Off-label and Pre-approval Medical Information Requests, and External Communication Standard Operating Procedure. Pursuant to these policies, our marketing materials are reviewed through a formalized process involving medical, legal, and regulatory (MLR) review to ensure promotional materials are lawful, truthful, on-label, and not misleading before dissemination.

Appropriate personnel in Sales, Marketing, Professional Education, and Market Access receive training on topics such as on-label marketing, proper social media usage, reimbursement, and patient support, company-hosted product training and education, the provision of meals, travel, gifts and entertainment, company support of third-party educational programs, and consulting arrangements with healthcare professionals.

We also provide training to those who speak on our behalf, such as healthcare professionals. A cross-functional legal, regulatory, and medical team reviews all written marketing materials to ensure product information is accurate, balanced, and consistent with approved indications and available clinical data.

Reporting Hotline

Glaukos encourages communication regarding suspected violations of company policy or law. Employees can report concerns to their supervisor, Human Resources, the Chief Compliance Officer, or through our anonymous third-party hotline, accessible 24/7 via web or toll-free number. The hotline is available on our website to employees, investors, suppliers, and other stakeholders globally in several local languages. Employees receive email reminders about this hotline annually.

Through the third-party's implemented case management system, we track and review all reports to the hotline, direct reports of potential non-compliance with policies or any

potential violations uncovered through monitoring and auditing, and investigate appropriately. When sufficient information is presented to warrant an investigation, we promptly investigate all alleged material violations of law and company policies.

We follow up with the reporter(s) and subject employee(s), if applicable, to share investigation results while respecting privacy and confidentiality. Our Code of Conduct explicitly prohibits any form of retaliation against an employee who, in good faith, reports suspected misconduct. At the conclusion of an investigation, we confirm that corrective actions have been taken, and we check back in with reporters or review records to determine if any retaliation has occurred. Any employee engaged in retaliation will be subject to disciplinary action.

The company is committed to fostering a supportive environment for addressing employee concerns. Our grievance resolution process and open-door policy provides employees with avenues to resolve issues related to unfair treatment or disagreements with company policies. These resources are designed to ensure our employees feel heard and supported in addressing challenges respectfully.

GOVERNANCE: ETHICS AND COMPLIANCE

ANNUAL PERFORMANCE

Policies

In 2025, we reached our goal of finalizing and implementing an update of our Code of Conduct to ensure it remains aligned with current values, standards, and best practices. We successfully developed an online Smart Code to enhance its accessibility for employees. We introduced an internal compliance resource page and enhanced our promotional communications review process and external communications policy. In addition, we established a comprehensive compliance risk register to inform multi-year audit planning and released a standalone Code of Conduct training to further embed compliance awareness throughout the organization.

In addition, we reached our goal of annual certification of our Code of Conduct by 1,085 employees, which constitutes 100% of our active employees as of December 31, 2025, who did not subsequently separate from the company. The certification ensures that our personnel understand the expectations set forth in our Code of Conduct and encourages our employees to partner with the organization to manage our institutional ethics goals. We will once again require certification of our Code of Conduct by all employees in 2026.

Annual Work Plan

As part of our annual Compliance Plan, we strengthened our educational and speaker program processes, expanded HCP contracting and related controls and approval workflows throughout most of our global regions, we streamlined third-party due diligence and distributor oversight, and we issued a new global Distributor Management SOP.

Auditing and Monitoring

In 2025, internal audits were conducted to evaluate key compliance areas, including third-party engagements, promotional communication processes, including adherence to governing policies on external communications, and interactions with healthcare providers to ensure alignment with regulatory and company standards.

Ethics Survey

In 2025, we conducted a companywide Great Place to Work employee survey. The survey was conducted by a third party and responses were anonymous. Approximately 73% of our employees participated. It was designed to document employee opinions and attitudes with respect to workplace culture, including how effectively Glaukos leaders exhibit ethics, compliance, and integrity. Results are used to gauge where we are currently as a company and where we have opportunities to grow and develop. See our Highlight Story for more information.

Training

In 2025, we achieved a 97% completion rate toward our goal of 100% anti-bribery/anti-corruption training for applicable new hires and reached 100% completion across all 15 new or renewing third-party distributors. We strive to achieve this goal again in 2026, which will include the training of all distributor principals and employees involved in the sale of our products because it allows us to emphasize to key supply chain partners our requirement that they do business in a legal and ethical manner. It also ensures continued access to the key materials driving our products.

GOVERNANCE: ETHICS AND COMPLIANCE

HIGHLIGHT STORY



Results from the annual Great Place to Work survey demonstrated a strong influence of ethical practices within Glaukos (i.e., placing patient welfare and safety above short-term financial gains) and that senior management places a high premium on integrity, ethical behavior, and tone at the top. This helps us understand employees’ perspectives on ethical matters.

87%

said management is honest and ethical in their business practices.

85%

said they feel comfortable calling a helpline or seeking advice when they are not sure what actions to take or to report a potential violation.

88%

said they feel safe to make job-related decisions without feeling pressure to compromise ethics, integrity or to violate policies or the law in order to achieve business goals.

85%

said management is approachable and easy to talk with about issues related to ethics, integrity, and doing the right thing.

82%

said they feel safe from retaliation when reporting potential misconduct.

80%

believe misconduct will be detected and appropriately addressed.



“Glaukos leadership promotes a healthy culture and work environment.”

“I believe that Glaukos walks the walk. They are truly engaged with the community and the patients they serve. Glaukos is very patient-driven, and we develop products that will genuinely better patients’ lives.”



Participants in Glaukos’ 2025 Great Place to Work employee survey

GOVERNANCE: RESPONSIBLE PROCUREMENT PRACTICES

Providing policies for and assessing and monitoring Glaukos' suppliers for sustainable practices including labor practices, such as human rights, fair treatment, child labor, and safe working conditions. Making sure that the products and services procured are sustainable, with low environmental impact and positive social results.

GRI 2-6; GRI 2-25; GRI 3-3; GRI 308-1; GRI 414-1; SASB HC-BP-430a.1; SASB HC-MS-430a.1; SASB HC-MS-430a.2; SASB HC-MS-430a.3

MANAGEMENT APPROACH

Glaukos' delivery of vision-saving products to patients depends on our ability to source the materials used to manufacture our products in a responsible and sustainable manner. Through responsible procurement practices that cultivate strong supplier relationships, we procure materials needed to create life-changing products for our customers.

Our pursuit of advanced manufacturing technologies, which are essential for meeting the precise tolerances required for our products, are primarily found in developed countries where higher standards of human rights are upheld.

Our Legal and Supply Chain teams collaborate to manage our responsible procurement practices. The Legal team is responsible for monitoring compliance and aligning our practices with laws and regulations. The Supply Chain and Supplier Quality teams lead supplier engagement efforts through managing primary supplier touchpoints.

As a pioneer of ophthalmic devices and pharmaceuticals, Glaukos creates unique, often micro-scale products. There are limited companies that can meet our technically challenging supply requirements. We constantly evaluate our internal manufacturing capacity against our development pipeline's long-range sales forecast and cadence of new products. The evaluation includes analyzing the manufacturing processes we want to keep in-sourced as core competencies and which we are willing to outsource to qualified third-party manufacturers.

Glaukos manufacturing facilities are certified to International Organization for Standardization (ISO) 13485 and ISO 14001 certifications. Our R&D design documents include requirements to evaluate sustainability in all future product design and packaging. Our procedures (1) consider environmental sustainability during design and material selection processes and (2) evaluate sustainable packaging to reduce waste.

Risk Mitigation

Glaukos applies a risk-based approach to managing critical materials by strategically storing specific work-in-progress inventory with suppliers and onsite at Glaukos facilities. We utilize a two-site model for Glaucoma finished goods inventory by storing a portion of products onsite at Glaukos and some with distributors. We also second source critical raw materials as needed.

Supplier Assessment

As part of our quality procedures, we conduct a risk assessment with all Glaukos suppliers and distributors that consider what they supply to Glaukos and the potential impact on our products or services. Factors taken into consideration include product-specific risk assessments, evaluation of the supplier's Quality Management System (QMS), certifications including ISO 14001, statistical reliability of delivery, volume of production, and geographic location.

Glaukos suppliers are assigned a risk level based on the risk assessment, with highest risk suppliers being our Risk Level 1 suppliers. Our standard practice is to enter into quality agreements with all Risk Level 1 suppliers. These quality agreements describe the obligations and responsibilities of the parties to ensure our products are manufactured, stored, and transported in a compliant and safe manner.

GOVERNANCE: RESPONSIBLE PROCUREMENT PRACTICES

Supplier Audits

Our Quality team is responsible for preparing and enforcing the audit schedule. We typically conduct audits of Risk Level 1 suppliers every two years. We also audit our lower-risk suppliers periodically based on the established evaluation criteria and performance. During audits we evaluate whether our suppliers have sufficient systems to manage their sub-tier suppliers. Additionally, we conduct audits for cause or to qualify new suppliers.

Our audits aim to identify how our suppliers perform against all applicable regulation standards, ISO standards (ISO 9001 QMS and ISO 13485 Medical Devices) and internal policies and procedures applicable to each individual supplier. We use information gathered during the audits to confirm that our suppliers meet our standards and address potential gaps and opportunities for improvement. During the audit, we also evaluate their processes to engage and manage their sub-suppliers.

Traceability

As a manufacturer of medical devices and pharmaceutical products, we must trace our products from individual product components to distribution. We maintain a well-developed traceability process, including formal recall and triage procedures, and conform to the Unique Device Identification (UDI) requirements. Additionally, for pharmaceutical products, we utilize a third-party software, TraceLink, to ensure compliance with the Drug Supply Chain Security Act (DSCSA), which serves to minimize the threat of counterfeiting.

Responsible Supply Chain Policies

We value our relationships with our suppliers and are committed to conducting business with suppliers who act responsibly and ethically. We adopted a [Supplier Code of Conduct and a Human and Workforce Rights Policy](#) that outline our expectations for ourselves and our partners. Our Supplier Code of Conduct terms allow us to audit suppliers' operations and facilities to determine compliance with the Code. If a supplier cannot demonstrate compliance, we consider terminating our agreement or taking other remedial action. Additionally, as stated in our [Conflict Minerals Report for 2024](#), we determined that 325 of the approximately 340 smelters who provide the designated minerals used in our commercial materials and components either do not source minerals in the Democratic

Republic of the Congo and neighboring countries or are conformant to the Responsible Minerals Assurance Process (RMAP). Ninety-three percent of our suppliers who were contacted in connection with our Conflict Minerals Report due diligence process responded to our inquiries. We are engaged in discussions with the remaining suppliers to ensure their smelters are RMAP conformant. We also published our [Transparency in Supply Chain](#) disclosure required by the California Transparency in Supply Chains Act of 2010 (SB 657).

Glaukos Glaucoma products utilize materials that need to be bio-compatible, the use of copper, cobalt, lithium is negligible. Further, Glaukos does not source materials from high-risk regions.

Employee Training

Glaukos provides our employees who interact with suppliers training on our Supplier Code of Conduct and ISO 14001 for those who work or associated with San Clemente and Burlington sites.

Customer Focus

Glaukos is proud to be an industry partner of [EyeSustain](#), a global coalition of eye societies, organizations, and ophthalmologists collaborating to make ophthalmic care and surgery more sustainable. Glaukos participates in EyeSustain meetings at major ophthalmology congresses such as the American Academy of Ophthalmology and the American Society of Cataract and Refractive Surgery. Through collaboration with fellow industry members, these congress meetings have fueled key learnings in support of our efforts toward sustainable packaging and electronic Instructions for Use (eIFUs).

GOVERNANCE: RESPONSIBLE PROCUREMENT PRACTICES

ANNUAL PERFORMANCE

Corneal Health Product Packaging

In 2024, we made progress on finding alternate biodegradable materials that meet our packaging and transportation requirements for Corneal Health products. Our sustainable packaging focus was shifted from current generation product to next-generation product (Epioxa) due to the extensive packaging and shipping validation requirements that we need to meet. In 2025 we began a two-phase program for qualifying a cold-chain shipping system for Epioxa. Phase 1 will revalidate a reuseable shipping system like what is currently used for our current product to ensure launch readiness in Q1 2026.

Phase 2 will use the same shipping validation framework to validate the identified single-use recyclable shipping system, which is provided by a qualified ISO 14001 certified supplier. We anticipate the Phase 2 shipping validation to be completed in 2026. Upon successful validation we expect to start using the recyclable shipper beginning in Q2 2027. See our Highlight Story for more information.

Transition to Electronic IFUs

We have longer-term goals to eliminate paper Instructions for Use (IFUs) currently included within our product packaging and to switch to eIFUs for medical devices by 2027, where feasible based on regulatory requirements, to create a more sustainable product package and reduce manufacturing costs. In 2025, we mapped an eIFU conversion plan with the Regulatory team to plan for additional conversions in 2027-2028. In 2025, we onboarded and qualified an eIFU supplier.

We completed validating and testing the vendor eIFU software interfaces and data exchange. The live website is eIFU.glaukos.com. We are targeting to implement eIFU on the iStent infinite product platform first. The required document changes to remove the IFU from the iStent infinite product platform will start in Q1 2026.

Sustainable Shipping

We designed a new sustainable shipper for our Glaucoma injector product families. The shipper validation was completed in December 2025. The new shippers are being manufactured by vendor now in preparation for delivering the initial stocking quantities to Glaukos in Q2 2026. Once the new shippers are received by Glaukos, iStent infinite product conversion to the new shipper will start in Q2 2026. We anticipate the 2026 impact to be approximately 1,500 shippers. We estimate cost savings from this change in materials of 10% per shipper.

Currently, each shipper comes with 0.46ft³ of polyurethane foam insert, or roughly 0.55 pounds based on density. This foam insert is removed from the shipper and trashed before shipping the iStent infinite product to the customer. A substitution of a recyclable insert would eliminate a total of 802 pounds of foam going to waste in Year 1. Based on the EPA's WARM Model v15, a state-of-the-art approach for estimating the equivalent carbon emission reduction of waste programs, this is an estimated 1.01 metric tons of CO₂e eliminated (equivalent to the carbon sequestered by 17 tree seedlings grown for 10 years).

GOVERNANCE: RESPONSIBLE PROCUREMENT PRACTICES

HIGHLIGHT STORIES

BREAKING GROUND ON NEW R&D AND MANUFACTURING FACILITY

In September 2025, Glaukos celebrated the groundbreaking of its new state-of-the-art research, development, and manufacturing facility in Huntsville, Alabama. The new site represents a major milestone in the company's commitment to strengthening U.S. manufacturing, creating high-quality jobs, and driving the next generation of innovation in American healthcare.

After evaluating more than 100 sites, Glaukos selected Huntsville for its strong talent base and vibrant business climate. The multi-year project features a new 200,000 square-foot R&D and manufacturing facility on 25 acres. Planned capital expenditure for the facility, targeted for completion by 2030, is more than \$80 million.



Pictured, from left, are Glaukos CDO Tomas Navratil, Glaukos Chairman and CEO Tom Burns, Glaukos President and COO Joe Gilliam, Glaukos Sr. Vice President of Operations Matt Young, and Sr. Director, Global Technical Services Kevin Massey

TAKING STEPS TOWARD MORE SUSTAINABLE PACKAGING

With the launch of Epioxa, Glaukos is preparing to transition to a single-use recyclable shipping system. Validation efforts are now underway and the company expects to begin using the recyclable shipper in 2027. By changing the insulation material to recyclable fiber-based options, Glaukos expects to avoid the production and landfill disposal of over

3,500 pounds

of non-recyclable polymers. Additionally, by enabling convenient sustainable disposal of the shipping materials, our customers will avoid the hassle and carbon emissions associated with return shipping to Glaukos (like the current system).

Using the EPA's WARM Model v15, and estimation techniques for shipping emissions, this represents

50 metric tons

of estimated CO₂e eliminated per year, which is equivalent to the carbon sequestered by

850 tree seedlings

grown for 10 years.



GOVERNANCE: CYBERSECURITY AND DATA PRIVACY

Protecting data and ensuring the privacy and security of corporate, employee, patient, customer, and supplier information.

GRI 3-3

MANAGEMENT APPROACH

To advance our reputation as a trusted partner in every aspect, we are committed to protecting our information assets as well as the privacy of employees, partners, customers, and patients. If we do not manage cybersecurity well, the privacy of our stakeholders and security of our network could be compromised. We employ high-quality cybersecurity and privacy practices to protect our data and our stakeholders' data. Strong cybersecurity and data privacy practices are in place to protect our network and systems, as well as internal and customer data, which are imperative to our continued growth. We maintain robust cybersecurity controls to identify, assess, and manage risks from cyber threats and incidents.

Cybersecurity Risks in Life Sciences

Life sciences organizations face heightened cybersecurity risks due to the critical nature of their operations and the sensitive data they manage. They are frequently targeted by cybercriminals because a successful ransomware attack can potentially disrupt manufacturing, the supply chain and clinical operations, delaying the delivery of vital medical products and therapies. Such interruptions not only threaten patient safety and regulatory compliance but also have the potential to cause significant financial losses and reputational harm.

Moreover, sophisticated email-based threats, including business email compromise (BEC) are increasingly aimed at life sciences companies. These attacks often target financial processes, project approval workflows, or social engineering to compromise employee credential, seeking to manipulate transactions or divert funds. The extensive partner ecosystem typical of life sciences organizations, which include suppliers, research collaborators, and contract manufacturers, further amplifies exposure to cyber risk. Each external relationship introduces additional vulnerabilities, making robust cybersecurity controls and continuous third-party risk monitoring essential.

Effective cybersecurity management not only protects the company's operational continuity and intellectual property but also supports long-term business resilience and stakeholder trust. Proactive risk mitigation, layered security controls, and ongoing employee awareness programs are key components of a sustainable approach to cybersecurity in the life sciences sector.

Our Team and Strategy

Our Cybersecurity team is a part of our Global Technology Solutions (GTS) department which provides periodic reports to the Audit Committee on cybersecurity policies, procedures, risks and mitigation efforts. The Cybersecurity team manages our Information Security Program, which is focused on monitoring, mitigating, and addressing cyber risks and information security.

To enhance internal expertise, members of our GTS and Internal Audit teams maintain various industry-recognized cybersecurity certifications, such as Certified Information Systems Auditor (CISA), Certified Information Systems Security Professionals (CISSP), and membership in ISACA and ISC2 industry organizations. We maintain written incident response plans and security policies that seek to ensure we are protected and prepared for security incidents. Incidents are investigated for potential impact. When deemed appropriate, key departments, employees, executive management and the Audit Committee of the Board are notified. Our incident response plan outlines procedures to triage, assess, escalate, contain, investigate, and remediate incidents, as well as to comply with legal obligations and minimize liability and reputational risk. We continuously enhance our incident response strategy and test the plan periodically for improvement.

We continue to actively map all our security controls to ISO 27001 and the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) utilizing a Government Risk and Compliance (GRC) tool. This tool allows us to gauge our cybersecurity maturity against these two frameworks. We apply a risk-based approach to protect our networks, systems, products, and information from evolving cyber threats. Cybersecurity risks are integrated into our enterprise risk management process, with updates provided to the Audit Committee of the Board on a semi-annual basis.

GOVERNANCE: CYBERSECURITY AND DATA PRIVACY

Our Team and Strategy (continued)

We are committed to mitigating cybersecurity risks by developing strategic multi-year roadmaps that leverage emerging tools like artificial intelligence, machine learning, and automation to manage risks and provide strategic value. Our Security Operations Center is staffed by security professionals who work proactively to reduce risk and address security threats swiftly. We have also engaged strategic third-party partners to assist us, as needed, were we to experience a security incidents.

It is our policy to protect the privacy of those who entrust us with their personal information. We only collect and store personal information for a lawful purpose. Accordingly, we adopted a [Privacy Policy](#) that details how personal information is collected and stored, and what rights data subjects have with respect to such information.

Glaukos has implemented an additional security scanning tool to help evaluate third-party vendors' cybersecurity risks and provide additional visibility into how they are managing these risks.

We are committed to fully complying with data collection and processing requirements worldwide. This includes but is not limited to the EU General Data Protection Regulation 2016/679 (GDPR) and the California Consumer Privacy Act (CCPA).

Cybersecurity Training

Our cybersecurity training emphasizes user awareness, focusing on phishing, malware, and security best practices. We conduct annual training for both new and existing employees and plan to continue this annually. Additionally, we perform phishing tests to help employees recognize, avoid and report attacks.

ANNUAL PERFORMANCE

Cybersecurity and Data Protection Initiatives

To address the dynamic nature of cyber threats and regulatory requirements, we have implemented a multi-faceted cybersecurity and data privacy program that strengthens our organizational resilience and stakeholder trust:

- **Independent Security Audit:** We engaged a third-party organization to conduct a holistic audit of our security posture. This external assessment provides objective insights into our strengths and areas for improvement, helping us benchmark our practices against industry standards and proactively address vulnerabilities.
- **Strategic Leadership:** We appointed a fractional Chief Information Security Officer (fCISO) to bring specialized expertise and strategic oversight to our cybersecurity program. The fCISO guides incident response, vendor risk management, cloud security, and ensures our operations remain aligned with business resilience and regulatory compliance goals.
- **Automated Vulnerability Management and Reporting:** To support the security and resilience of our operations, we maintain an automated vulnerability management and reporting program designed to identify and address cybersecurity risks in a timely and systematic manner. Using advanced discovery and scanning tools, we conduct regular assessments across our networks to identify potential vulnerabilities and evaluate them based on risk. These assessments generate actionable reports that guide targeted remediation and escalation to appropriate stakeholders. By detecting and addressing weaknesses early, we reduce the risk of exploitation and help safeguard sensitive data, operational continuity, and stakeholder trust. This proactive, continuously improving approach strengthens our cybersecurity posture and supports our broader commitment to responsible risk management in an evolving threat landscape.

GOVERNANCE: CYBERSECURITY AND DATA PRIVACY

Cybersecurity and Data Protection Initiatives (continued)

- **Employee Training and Awareness:** We maintain a 100% completion of our annual cybersecurity awareness training which demonstrates our commitment to building a security-conscious culture. Regular training ensures employees are equipped to recognize and respond to threats such as phishing, malware, and social engineering, reducing the risk of human error.
- **Phishing Simulations and AI-Based Protection:** We continue to execute a monthly phishing simulation campaign, which tests employee readiness and provide valuable metrics that consistently exceed industry benchmarks. Additionally, we have implemented an AI-based security tool that detects abnormal human behavior, helping to prevent sophisticated attacks like phishing, social engineering, and account takeovers.
- **Safeguarding Sensitive Information:** To mitigate risks associated with AI applications, we have implemented web-filtering measures that restrict access to tools which could expose or misuse sensitive organizational data (e.g., DeepSeek). This ensures that our information assets remain protected while enabling innovation.
- **Zero Trust:** We deployed a best of breed solution that supports our strategy toward a Zero Trust Architecture. This strategy aligns with least-privilege principles which are critical to regulated industries such as Life Sciences.

These initiatives reinforce our commitment to cybersecurity and data protection. By combining external expertise, strategic leadership, advanced technology, and ongoing employee education, we create a resilient environment that protects our stakeholders, supports regulatory compliance, and builds trust with customers and partners.

AI Governance

Recognizing the transformative potential of AI, we have delivered Microsoft Copilot training to our employees and are expanding this program. The training focuses on responsible usage and security best practices for AI tools, ensuring staff can leverage these technologies securely and ethically.

We have strengthened our oversight of artificial intelligence by publishing and regularly

updating an Artificial Intelligence Policy. This policy outlines clear standards for the responsible use of AI tools and provides guidance for employees on the use of AI software, ensuring risks are proactively managed.

Our approach to AI begins with identifying the specific business challenge before selecting a solution, helping us avoid investments in technologies that do not deliver measurable value. The strategy focuses on applying the most suitable AI tools to address defined business needs, tracking outcomes through continuous monitoring of success metrics. To further support ethical and compliant AI adoption, we have established an AI Governance Taskforce that oversees issues such as bias, discrimination, data privacy, intellectual property, regulatory compliance, and the accuracy of AI outputs.

PRODUCTS

Glaukos is focused on creating safe, innovative, and affordable products to transform the treatment of chronic eye diseases.

TIER 1 PRODUCTS TOPICS



2025 AND 2026 PRODUCTS GOALS

PRODUCTS: PRODUCT QUALITY AND PATIENT SAFETY

Providing patients with safe, durable products that are controlled to meet high quality standards. Clearly and swiftly disclosing information on product recalls. Incorporating patient feedback into product innovation.

GRI 3-3; GRI 416-1; GRI 416-2; SASB HC-BP-250a.1; SASB HC-BP-250a.2; SASB HC-BP-250a.3; SASB HC-BP-250a.4; SASB HC-BP-250a.5; SASB HC-MS-250a.1; SASB HC-MS-250a.2; SASB HC-MS-250a.3; SASB HC-MS-250a.4; SASB HC-MS-410a.2

MANAGEMENT APPROACH

At Glaukos, we are committed to the safety, quality, and performance of the products we develop and deliver to treat glaucoma, corneal disorders, and retinal diseases. Our leadership team holds direct managerial responsibility for ensuring product and service safety across the entire lifecycle – from product development to manufacturing and post-market performance. This commitment is embedded in our corporate policies, which prioritize patient safety, regulatory compliance, and data integrity as foundational pillars of our operations.

Our commitment to product quality and patient safety is embedded in our Culture of Quality and driven by executive leadership. Through our robust Quality Management System (QMS), the executive leadership team ensures excellence across product design, manufacturing, and post-market performance for all of our products. We utilize the QMS to establish objectives annually and govern critical quality attributes to ensure consistent, reproducible manufacturing processes.

Our QMS is executed by our independent quality organization and monitored through regular internal audits. Compliance is also evaluated by regular external audits conducted by regulatory authorities and notified bodies on an annual basis at minimum. These audits validate our adherence to global standards, ensure product/service safety, and help us continuously improve our systems and processes. By intentionally integrating product and patient safety into every stage of product development, manufacturing, and commercialization, Glaukos ensures that our therapies not only meet regulatory expectations but also deliver meaningful outcomes for patients worldwide.

QMS Structure

Our QMS is built on a strong foundation of governance, documentation, and disciplined oversight that enables leadership to allocate resources effectively and maintain compliance across all operations. This framework is supported by:

- A comprehensive Quality Manual.
- Global policies.
- Operational procedures.
- Detailed guidance documents that standardize processes and embed quality expectations throughout the organization.

Core QMS elements, including internal audits, corrective and preventive action processes, risk-management activities, and routine management review, ensure that emerging issues are identified early, root causes are addressed, and performance trends are evaluated at the leadership level. Through this integrated approach, Glaukos maintains a robust and globally aligned QMS that promotes transparency, continuous improvement, and the highest levels of patient safety and regulatory compliance.

Management Review and Performance Monitoring

Glaukos employs a structured, risk-based approach within the QMS to identify, evaluate, and mitigate potential risks before they impact product quality or patient safety. Cross functional teams routinely review signals from nonconformance trends, audit observations, supplier performance metrics, complaint and product surveillance data, and process monitoring outputs. These inputs are assessed using established risk management methodologies aligned with ISO 14971 principles to determine severity, likelihood, and overall risk priority. When emerging risks are detected, corrective and preventive actions (CAPA) are initiated to address root causes, while interim controls ensure continuity of safe and compliant operations. Insights from these activities are escalated through Management Review to ensure:

- Leadership oversight.
- Timely resourcing.
- Strategic decision making that supports continuous improvement and proactive risk reduction.

PRODUCTS: PRODUCT QUALITY AND PATIENT SAFETY

Regulatory Compliance and Inspection Readiness

To ensure transparency and continuous improvement, all Glaukos manufacturing sites undergo regular internal audits and audits conducted by external regulatory authorities and notified bodies on an annual basis at minimum.

Product Development and Safety Oversight

Glaukos ensures the quality and safety of our products throughout the entire lifecycle, beginning with early-stage development and extending through commercialization and post marketing surveillance. Our design and development control programs align with regulatory requirements established by global health authorities, ensuring consistent compliance across all markets we serve.

Highly trained Quality Assurance professionals work closely with product development engineers and scientists to provide rigorous oversight, maintain comprehensive documentation, and ensure that all product and process decisions are grounded in robust science and regulatory expectations.

Quality engineers play a central role in verifying that design elements, supplier oversight activities, and software systems operate in a controlled and compliant state. Every formulation and assembly process is supported by accurate, detailed, and fully traceable documentation to protect product integrity and uphold patient safety.

After release to market, our products are continuously monitored through structured product surveillance programs that track safety performance, identify trends, and ensure ongoing compliance, including applicable cybersecurity requirements. To date, no material cybersecurity incidents have been reported through our postmarketing quality system.

Medical complaints undergo a thorough, evidence-based evaluation that includes gathering information from the complainant, healthcare providers, patients, and relevant stakeholders. Following a detailed assessment, each case is evaluated for regulatory reportability. If required, Glaukos submits the event to the U.S. FDA as a Medical Device Report, a 15-day expedited report, or individual case study report and includes it in the Periodic Adverse Drug Experience Report, which is submitted quarterly for the first three years following a drug approval and annually thereafter. Throughout this process, the

Medical Safety team collaborates with Engineering to identify root causes, while the Quality team partners with R&D to implement actions that mitigate future risks. Glaukos reviews complaint trends monthly and performs ongoing data analysis across all product lines to proactively detect emerging safety signals.

If a safety or quality event were to arise that could pose a significant compliance or patient safety risk, Glaukos deploys a highly trained, cross functional team to conduct a comprehensive investigation. This includes evaluating suppliers, manufacturing processes, environmental controls, and material components to identify all potential contributing factors. Once the root cause is established, targeted corrective and preventive actions are implemented to reduce the likelihood of recurrence and strengthen systemwide resilience.

Glaukos Certifications and Regulatory Achievements

Successful inspections by the U.S. FDA for commercial pharmaceutical manufacturing and safety.

100% of Glaukos manufacturing sites certified to:

- ISO 13485
- EU full QMS ISO 13485 standards
- EU Medical Device Directive (MDD) with CE mark approvals
- Our California manufacturing site, dedicated to medical device production, holds certification through the Medical Device Single Audit Program (MDSAP)



PRODUCTS: PRODUCT QUALITY AND PATIENT SAFETY

Key Elements of Glaukos' Safety Oversight

- Rigorous design and development controls aligned with global regulatory requirements
- Comprehensive complaint evaluation and formal regulatory reporting as required
- Continuous post market surveillance, including cybersecurity risk monitoring
- Cross functional root cause investigations with corrective and preventive action deployment

Product Evaluation

Glaukos maintains a rigorous approach to product evaluation to ensure the safety, quality, and long-term performance of all products in the field. When a defect is identified, Quality, R&D, Operations and Engineering work closely to promptly assess and resolve the issue, embedding product quality into every stage of the design and sustaining-engineering process. This proactive oversight enables prevention (whenever possible) and early detection of potential flaws and supports ongoing evaluations of usability, reliability, and clinical efficacy.

While Glaukos has had zero product recalls to date, we maintain a well-defined, globally compliant recall process should the need ever arise. This process includes timely evaluation, thorough documentation, and full reconciliation of all products distributed to impacted customers across every market. Once recall activities are completed and health authorities confirm the adequacy of the actions taken, the recall is formally closed. This disciplined approach reflects Glaukos' commitment to patient safety, regulatory compliance, and continuous improvement throughout the product lifecycle

Material Safety and Regulatory Testing

Glaukos is committed to ensuring the safety, quality, and regulatory compliance of all materials used in our products. Our approach includes rigorous testing, supplier oversight, and participation in industry-wide initiatives focused on evaluating and mitigating supply chain and contractor risks.

All materials used in Glaukos products are:

- Classified as safe and biocompatible.
- Subjected to toxicological testing for novel excipients and active pharmaceutical ingredients (APIs).
- Developed under Environmental Health & Safety (EH&S) and OSHA-compliant manufacturing processes.

Product and Safety Training

Glaukos is committed to fostering a culture of quality and safety through comprehensive training programs designed for both employees and suppliers. These programs ensure regulatory compliance, operational excellence, and alignment with global standards. All Glaukos employees receive role-specific training to equip them with the knowledge needed to meet product quality and safety expectations. This includes annual refresher courses covering product safety reporting, such as complaint handling and adverse event reporting, as well as current Good Manufacturing Practices, and distributor training to promote consistent understanding across our commercial network.

Glaukos also provides annual training to applicable suppliers and distributors to ensure they fully understand and adhere to our quality standards and regulatory expectations. Oversight further extends to sub supplier facilities and processes, which are audited and certified by Glaukos personnel or qualified third-party auditors to verify compliance and mitigate supply chain risks. Highest risk suppliers are audited at least every two years, reinforcing strong governance across our extended supply base.

PRODUCTS: PRODUCT QUALITY AND PATIENT SAFETY

ANNUAL PERFORMANCE

Glaukos has established a reputation for exceptional patient safety. Based on the detailed analysis of the post-marketing surveillance data for 2025, that success continues. In 2025, there were no significant negative trends in patient safety observed for Glaukos' portfolio of products. In addition, we enhanced our QMS processes by refining our quality system configurations, streamlining workflows, eliminating non-value-added redundancies, and optimizing performance.

In 2025, Glaukos made updates to the following Quality Systems:

- TrackWise Digital Platform.
- Veeva Quality Docs.
- Veeva Safety.
- CATSWeb.

Collectively, these improvements enhance efficiency and simplify the maintenance of regulatory compliance. As a result of these ongoing enhancements, Glaukos has been recognized by a number of inspectors from governing authorities for having "best-in-class" Quality processes and talent.

Additional 2025 Accomplishments

- Implemented training program for Glaucoma distributors in the Glaukos Quality Training platform (ETS).
- Developed and deployed CAPA training for applicable employees.
- Implemented annual refresher training for distributors on complaint and adverse event reporting.
- Achieved 100% completion of cGMP training for all employees.
- Achieved 100% completion of product safety training, including complaint and adverse event reporting.

QUALITY POLICY

Glaukos Corporation is committed to delivering the highest quality eye care products and services. Our policy is guided by these important principles:

EXCEEDING CUSTOMER EXPECTATIONS

Glaukos is dedicated to the development of safe and innovative products with unrivaled customer support.

MEETING REGULATORY REQUIREMENTS

Glaukos employees will ensure the quality system is effective, process-driven, and meets regulatory requirements. All employees of Glaukos share an unwavering commitment to adhere to our QMS.

CONTINUING PRODUCT AND PROCESS IMPROVEMENT

Glaukos will use feedback from customers, both internal and external, to identify opportunities to continually improve its products and processes.

PRODUCTS: PRODUCT QUALITY AND PATIENT SAFETY

HIGHLIGHT STORIES

QUALITY WEEK 2025: CELEBRATING EXCELLENCE, ADVANCING CULTURE, AND STRENGTHENING SUSTAINABLE PERFORMANCE

During our annual Quality Week, Quality team members came together to strengthen our culture of quality and safety through focused learning, collaboration, and recognition. The event featured insights from our Commercial partners on upcoming product launches, reinforcing how early Quality engagement supports safe, successful, and sustainable product introductions. By aligning Quality objectives with organizational MBOs and celebrating employees who exemplify integrity and excellence, we continue to build an accountable, resilient culture that supports long-term value for patients, customers, and stakeholders.



Members of the Quality team show their enthusiasm during the annual Quality Week event.

ANNUAL PATIENT SAFETY STATISTICS UNDERSCORE GLAUKOS' COMMITMENT TO QUALITY

The company extended its stellar Quality track record in 2025, during which there were no significant negative trends in patient safety observed for Glaukos' portfolio of products.



No product recalls or fatalities related to products.



No products on the FDA's MedWatch Safety Alerts.



No FDA enforcement actions taken in response to violation of cGMP.



Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

PRODUCTS: PRODUCT INNOVATION

Through targeted investment in R&D and disciplined alignment of business development initiatives with our innovation roadmap, we aim to drive sustainable long-term growth by delivering novel, innovative, competitive products that address evolving customer needs and improve patient outcomes.

GRI 3-3; SASB HC-BP-000.B

MANAGEMENT APPROACH

Market-leading innovation is core to Glaukos' mission to transform vision by pioneering novel, dropless platform technologies that meaningfully advance the standard of care and improve outcomes for patients suffering from chronic eye diseases and disorders. If Glaukos cannot consistently innovate, we may struggle to provide life-changing products and reduce our ability to compete in the marketplace.

Product innovation fuels Glaukos' success and is determinative in achieving our goal to be a leader in vision care. Both our internal and external stakeholders expect our developments to improve patient outcomes. From inception, Glaukos' ethos has focused on innovation, seeking to transform the vision of patients suffering from chronic eye diseases.

By continuing to innovate, we will strengthen our competitive advantage and create sustainable growth opportunities, allowing us to reinvest in our R&D programs, clinical initiatives, people, systems, high-quality manufacturing facilities, and infrastructure to support long-term value creation and success.

Building a Robust Pipeline

Glaukos continues to successfully develop and advance a robust pipeline of novel, dropless platform technologies designed to meaningfully advance the standard of care and improve outcomes for patients suffering from chronic eye diseases. Our current projections for the commercialization of our pipeline technologies forecast a cascade of new product launches designed to significantly improve patient care options.

Our senior management is intimately involved in oversight of our product innovation process. Senior management coordinates innovation efforts between our R&D programs, clinical trials, and commercialization teams through various quality, regulatory, operational, and patient safety processes. Our R&D and Clinical departments continuously track and monitor pipeline program developments.

We partner closely with our key stakeholders, including eye care providers and patients, to inform our product innovation process, leveraging their insights and feedback. Our product innovation process includes a regularly updated product prioritization exercise to determine which products we may pursue in the coming years.

This process involves evaluating risks, opportunities, and patient needs. When we initiate a new product program, we assign a project manager to guide the development process, including identifying and managing any challenges. These efforts have taken Glaukos from a single commercialized product, the iStent, in 2012 to 12 in 2025.

Key Statistics Underscore Commitment To Innovation



\$800 Million *invested in R&D since 2018*

13 *currently disclosed pipeline products, including nine pharmaceutical programs*

12 *currently commercialized products vs. one in 2012*

PRODUCTS: PRODUCT INNOVATION

Currently Commercialized Products and Disclosed Pipeline

As of December 31, 2025, we had 13 active, disclosed pipeline programs – including nine pharmaceutical (drug) programs – across various R&D and clinical stages, along with additional undisclosed programs. We have four commercially available drugs. The exact number of drugs in R&D is confidential. See our [filings](#) with the U.S. Securities and Exchange Commission for a more detailed discussion regarding these products.

PRODUCT	PATIENT	STATUS	
iStent / iStent inject / iStent inject W	Mild-to-Moderate Glaucoma with Cataract	FDA Approved (2012, 2018, 2020)	GLAUCOMA
iStent infinite	Glaucoma (failed on prior therapy)	FDA Cleared (2022)	
iStent infinite	Glaucoma (label expansion)	Active PMA Study / EU MDR Cert (2025)	
PRESERFLO MicroShunt	Advanced-Refractory Glaucoma	OUS Approved / US Active IDE Study	
iDose TR	Ocular Hypertension - Glaucoma	FDA Approved (2023)	
iDose TRIO	Ocular Hypertension - Glaucoma	Phase 3b	
iDose TREX	Ocular Hypertension - Glaucoma	Phase 2b/3	
iDose Next Generation	Ocular Hypertension - Glaucoma	Pre-Clinical	
Mitosol	Adjunct to Glaucoma Filtration Surgery	FDA Approved	CORNEA
Photrexa (Epi-off)	Keratoconus	FDA Approved (2016)	
Epioxa (Epi-on)	Keratoconus	FDA Approved (2025)	
iLink 3 rd Generation	Keratoconus	Phase 2	
iVeena (IVMED-80)	Keratoconus	Phase 2	
iLinko ₂ n KC Screening Tool	Keratoconus	Pre-Submission	
iLution Blepharitis	Demodex Blepharitis	Phase 2	
iLution Myopia	Progressive Myopia	Pre-Clinical	
IVT Multi-Kinase Inhibitor (GLK-401)	AMD, DME, RVO	Phase 2	RETINA
IVT NCE Conjugate (GLK-411)	DME	Pre-Clinical	
Radius XR	Wearable Patient Engagement & Diagnostic System	FDA Cleared	OTHER
iAccess	Precision Goniotomy	FDA Cleared	

PRODUCTS: PRODUCT INNOVATION

ANNUAL PERFORMANCE

Because our products undergo thorough review by the FDA and other regulatory authorities and are subject to other factors outside our control, we may not be able to control the timing of our product approvals. However, we will endeavor to advance our products through the R&D and clinical stages in a manner that would allow us to meet our publicly stated FDA submission timelines.

Overall, we are pleased with our performance of these goals based on the pipeline developments across our key platform technologies.

Key Regulatory Approvals in 2025

- Epioxa FDA approval (October 2025).
- iStent infinite EU MDR Certification (June 2025).

Key New Clinical Trials Commenced in 2025

- 510(k) pivotal study for PRESERFLO MicroShunt (commenced in 2Q 2025).
- Phase 2 clinical trial for iLution Blepharitis (commenced in 4Q 2025).

Key Clinical Trials Advanced in 2025

- Phase 2/3 clinical program for iDose TREX.
- Various Phase 4 studies for iDose TR.
- PMA pivotal trial for iStent infinite in mild-to-moderate glaucoma patients (enrollment completion in 4Q 2025).
- First-in-human clinical trial for our retinal intravitreal multi-kinase inhibitor (GLK-401) designed to treat wet AMD patients (completed enrollment in 4Q 2025).
- Phase 2 clinical program for third-generation iLink therapy.

KEY REGULATORY APPROVALS IN 2025



Epioxa FDA approval (October 2025), which represents a groundbreaking advancement in CXL for the treatment of keratoconus. See our Highlight Story for more information.



iStent infinite EU MDR Certification (June 2025), which marks our first regulatory clearance under the new EU regulatory framework and will help grow our presence in Europe while advancing our broader interventional glaucoma initiative.



PRODUCTS: PRODUCT INNOVATION

HIGHLIGHT STORIES

IDOSE TR COMMERCIAL JOURNEY CONTINUES

We advanced commercial launch activities for iDose TR throughout 2025. iDose TR is a first-of-its-kind intracameral procedural pharmaceutical designed to deliver glaucoma drug therapy for up to three years for patients with OAG or OHT.



Clinical outcomes and product feedback from a growing number of cases and trained surgeons are very positive, which reaffirms our view that with iDose TR, we are pioneering a new therapeutic category with the potential to reshape glaucoma management as we know it today.

81% of iDose TR subjects free of IOP-lowering topical meds at 12 months¹

70% of iDose TR subjects well-controlled on same or fewer meds at 3 years¹

¹ Singh, I Paul et al. Drugs vol. 84,10 (2024)

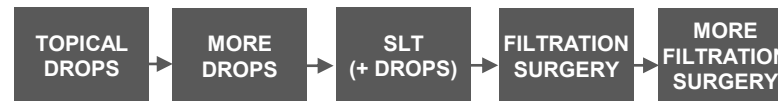
INTERVENTIONAL GLAUCOMA ADVANCES

Interventional Glaucoma, or IG, is designed to radically improve the legacy treatment paradigm with standalone therapies that slow progression and reduce drug burden.

Our continued growth trajectory globally is the result of our ongoing efforts to pioneer and develop this new marketplace with innovative therapies that offer important benefits to physicians and patients.

We believe iDose TR, designed to address the ubiquitous problem of patient non-compliance and chronic side effects associated with topical glaucoma medications, will be a key workhorse in the development of the new interventional glaucoma marketplace in the coming years.

Legacy Glaucoma Paradigm



Reactive | Drops First and Always | Compliance Dependent



New Interventional Glaucoma Paradigm



Drops as supplement ("bridge therapy") if needed

Proactive | Personalized | Compliance Independent

EPIOXA RECEIVES FDA APPROVAL

Epioxa is a groundbreaking advancement in CXL for the treatment of keratoconus, a rare, sight-threatening disease that is often undiagnosed and untreated. Epioxa transforms keratoconus care, offering an incision-free alternative to traditional CXL procedures as it does not require the removal of the corneal epithelium, the outermost layer of the front of the eye.



More desirable patient experience



Streamlined procedure and faster recovery time



Designed to halt keratoconus progression with a single administration

This novel, oxygen-enriched topical therapeutic, bioactivated by UV light, is designed to eliminate pain associated with removal of the epithelium and streamline the procedure, while delivering clinically meaningful outcomes and exceptional value to patients, providers, and healthcare systems.



PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

Pricing products according to the value they deliver while employing flexible pricing approaches and support programs to ensure patient access.

GRI 3-3; SASB HC-BP-240b.2

MANAGEMENT APPROACH

Glaukos believes that our mission – to transform standards of care and improve patients' lives with novel therapies for sight-threatening chronic eye diseases – includes the responsibility to promote broad access to, and thoughtful consideration of, the affordability and pricing of our products. We believe everyone should have access to affordable, high-quality care. Failure to access adequate vision care can limit the quality of an individual's life, which is why we are committed to providing broad access to our sight-saving therapies through a balanced approach. This includes pursuing pricing based on value while also ensuring pricing supports patient accessibility to therapies.

Glaukos has invested over \$1 billion since its inception in the R&D program and infrastructure – virtually all in the United States – that led to iDose, Epioxa and many other innovative therapies designed to advance the standard of care. Nearly half of all sales (45%) in our history have been reinvested into R&D, reflecting a long-term commitment to pursuing innovation in often-complex and rare disease areas, with significant risk of failure and expense before bringing life-changing therapies to market.

As our business continues to expand, so will our ability to profoundly impact ophthalmic clinical outcomes and patient quality of life. We remain dedicated to affirming that our products are accessible to all individuals who need them, regardless of their financial situation.

Our Access, Affordability, and Pricing programs are approved by our CEO and President and COO, with input, development, and execution by the Global Marketing, Global Medical Affairs, Market Access, Finance and Legal and Compliance organizations. Glaukos has implemented a comprehensive set of programs designed to promote patient access to our therapies.

These programs work together to support ongoing availability and affordability of our products and, in certain cases, product donations to economically disadvantaged populations. We regularly evaluate these programs and look for opportunities to modify and expand them to improve their reach and effectiveness.

Access to Health Care Programs

iDose Programs: Glaukos is committed to ensuring that every eligible patient who may benefit from iDose TR has access to it regardless of insurance coverage restrictions or ability to pay. To support this goal, we developed the iDose Your Dose philanthropic initiative. For every iDose TR sold, Glaukos pledges to make an equal number of iDose TR units available for qualified applicants. We also offer iDoseCareConnect™, a free, confidential, and personalized support program led by specialized care coordinators who help glaucoma patients navigate their treatment plans and proactively manage their symptoms.

Patient Advocacy: At Glaukos, putting patients first is at the heart of everything we do. We believe in a culture that actively listens to patients, families, caregivers, and community advocates. This insight allows us to tailor our efforts to better meet their needs. To ensure we are prioritizing patient perspectives, we created a Sr. Director role to partner directly with the advocacy community.

This role plays a pivotal part in shaping our advocacy and engagement strategy at Glaukos, with the goal of building strong, lasting relationships with patient advocacy organizations and community leaders who are at the forefront of these efforts. At Glaukos, we consistently champion our patient-centered culture and encourage companywide initiatives that foster patient engagement and support programs.

Our partnership with advocacy organizations helps patients by providing education, empowerment, and access to essential resources. We work within glaucoma and keratoconus patient communities to raise awareness about the diseases, their treatment options, and the removal of barriers in the complex healthcare system.

PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

Access to Health Care Programs (continued)

Patient Services: Glaukos Patient Services (GPS) was launched in 2022 to help keratoconus patients navigate the complex journey from diagnosis to treatment. Importantly, our GPS program aims to prevent delays that may result in progression of keratoconus, as well as reduce unnecessary financial burdens on patients. The positive feedback from both the patient and healthcare provider communities has confirmed our belief that we are making a meaningful difference for those affected by keratoconus.

In preparation for regulatory approval and commercial launch of Epioxa, Glaukos created a new program, EpioxaCareConnect, as an evolution of GPS. To further support Epioxa and keratoconus patients, we established several additional programs. See the Annual Performance section for more information.

Patient Ambassador Program

In 2024, Glaukos established the framework for a Patient Ambassador Program in coordination with glaucoma advocacy organizations and we are now working with an external agency to help build a comprehensive program that we expect to launch in 2027.

Our plan is to identify individuals interested in becoming ambassadors who publicly share their glaucoma journey and help to educate, inspire, and empower others. Each ambassador will receive training to provide patient-friendly education on the disease, share their personal experience with glaucoma, and discuss the benefits they have gained from proactively managing IOP to help preserve vision. Ambassadors will have the opportunity to participate in patient-focused activities, including public relations efforts, social media, speaking events, focus groups, and more.

Access, Volunteerism, and Charitable Giving

In the U.S., Glaukos is committed to providing patients with access to our glaucoma and corneal health technologies by:

- Ensuring payers understand the social and economic value of preserving sight and including Glaukos' treatments in their members' benefits.
- Offering a Patient Savings Program (PSP) to help commercially insured patients manage their out-of-pocket cost burden.

- Providing donated products through programs like our Patient Assistance Program (PAP) for qualifying underinsured and uninsured patients with incomes below 400% of the federal poverty level.

Internationally, Glaukos is committed to providing access to our technologies by:

- Donating devices to surgeons conducting surgical missions to help underserved glaucoma patients.
- Fostering and expanding a robust network of ophthalmologists engaged in surgical missions and, where applicable, connecting them with local international resources.

Glaukos Charitable Foundation

The Glaukos Charitable Foundation (Glaukos Foundation), a qualified 501(c)(3) tax-exempt organization, supports our charitable endeavors. The Foundation's mission is to support charitable organizations and programs designed to improve the well-being of humanity worldwide. It oversees Glaukos' philanthropic activities and establishes a systematic and efficient process to distribute philanthropic dollars aligned with our mission.

Through various outreach programs, the Glaukos Foundation also connects Glaukos employees with opportunities to volunteer and contribute to improving the lives of others. Volunteerism and charitable giving are integral to our company culture, emphasizing the accessibility of our products. One of the main components of Glaukos' ethos is giving back. Company employees receive 16 hours of paid Volunteer Time Off annually to encourage giving back to the communities that we serve.

Pricing Strategies

We believe that our pricing strategies are well supported and benefit patients. In 2025, we established a Pricing Committee to oversee the company's pricing and price reporting activities and formalized a set of Pricing Principles to guide our pricing decisions. More information about these developments is provided in our Annual Performance section.

We fund research projects to determine our products' value to patients and healthcare systems. We regularly review these findings, which examine the economics of the various ophthalmic care options and weigh the costs, efficacy, and quality-of-life considerations of other therapies against our own.

PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

Pricing Strategies (continued)

For example, a [2017 study](#) published in the Journal of Medical Economics¹ found that, over five years, the cost of a two-stent glaucoma treatment using our iStent technologies was lower than alternative treatments such as laser therapy or topical medications only.

Another [study](#), published in 2020 in the Journal of Medical Economics² modeled the cost-effectiveness of CXL with iLink versus no CXL and found that CXL with iLink resulted in a 22% saving in direct medical costs and a 7% improvement in quality of life. Based in part on these findings and similar internal evaluations, we have modestly increased the list price of Photrexa, the drug used in our U.S. iLink procedure (an approximate 8.4% average annual increase since 2019, the year we acquired Avedro). Other pricing considerations include the investment made to bring this orphan drug to market and our continued efforts to expand patient access to treatment for this rare disease.

In anticipation of regulatory approval and commercial launch of Epioxa, our next generation iLink therapy, we funded additional pharmacoeconomic research and conducted thorough analysis to determine pricing and related programs to promote broad patient access to this groundbreaking therapy. See our Annual Performance section for more information.

We provide written communication regarding price increases to customers and relevant insurance payers, emphasizing the significant investments we continue to make in expanding patient awareness, improving access to our iLink therapy, and developing next-generation CXL technologies designed to provide less invasive treatment options.

Healthcare providers may purchase Photrexa and iDose TR directly from Glaukos or through designated specialty pharmacies. These options provide flexibility for providers and ophthalmic surgery centers to ensure patients who may benefit clinically have access to these therapies.

¹ Berdahl John P. et al. (2017) Cost comparison of two trabecular micro-bypass stents versus selective laser trabeculoplasty or medications only for intraocular pressure control for patients with open-angle glaucoma. *J Med Econ* 20:7, 760-766, DOI: 10.1080/13696998.2017.1327439. ² Lindstrom R. et al. Corneal Cross-Linking versus Conventional Management for Keratoconus: A Lifetime Economic Model. *J Med Econ* 2020.

ANNUAL PERFORMANCE

Access to Health Care Programs

iDose Programs: Through the iDose Your Dose program, we awarded the largest-ever single donation of iDose units (500 units over five years) to a non-profit organization caring for underserved patients in rural Guatemala. We also executed iDose donations to 100% of qualified applicants, including teams serving in Rwanda, Peru, Nigeria, Honduras, Sierra Leone, Guatemala, St. Vincent, Burkina Faso, Mexico, and the Democratic Republic of Congo. See our Highlight Story for more information.

Patient Advocacy: In 2025, we focused our advocacy efforts on strengthening patient voices, improving access to resources, and fostering more patient-focused systems of care. For example, we included a powerful patient spotlight during the groundbreaking ceremony for our new facility in Huntsville, Alabama. We heard from a patient living with keratoconus, whose courageous story resonated with the audience and reinforced the purpose behind our efforts to expand facilities producing our sight-saving technologies.

We further advanced our advocacy efforts by partnering with five leading glaucoma advocacy organizations to develop educational materials through various channels – including printed and social media formats – for patients and caregivers. These events aimed to raise awareness of treatment options for interventional glaucoma and introduce the concept of interventional glaucoma to both patients and caregivers. The team also developed Glaukos' first non-branded patient material to direct patients to the five patient advocacy organizations aligned with interventional glaucoma education.

One of the year's most impactful advocacy efforts was our participation in a congressional briefing in Washington, D.C., alongside the rare disease community. Through a partnership with a rare and diverse disease organization, a keratoconus patient and her healthcare provider delivered powerful testimony highlighting the challenges and barriers to care that keratoconus patients often face. This initiative broadened understanding of rare disease and engaged government officials in recognizing the need for additional patient-focused solutions.

PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

Patient Services: To support the Epioxa launch in early 2026, Glaukos designed a comprehensive set of programs focused on supporting patients and families across the keratoconus treatment journey. The key initiatives include streamlined patient support programs, co-pay assistance program to reduce financial barriers, patient-centric strategies to improve education and engagement, and broad awareness and detection programs aimed at earlier and more widespread screening for and diagnosis of keratoconus.

GPS and all associated patient support programs will be discontinued in Q1 2026 and replaced by an enhanced patient support program, EpioxaCareConnect (ECC). Its primary goals are to reduce patient abandonment and shorten time to treatment. Key features include:

- Patient Access Liaison (PAL) Team: Dedicated support for patients throughout their treatment journey.
- New Patient Web Portal: A streamlined, user-friendly platform for managing treatment and support.
- Out-of-Pocket Assistance Program: Provides financial assistance for both Epioxa and the procedure, ensuring eligible commercially insured patients enrolled in ECC will pay as little as \$0 out-of-pocket.

Patient Ambassador Program

We continue to make great strides toward the goal of offering one-on-one support for diagnosed patients who desire peer-to-peer discussion with others regarding their journey with iDose TR. In 2025, Glaukos worked with glaucoma patient advocacy organizations to further clarify our Patient Ambassador Program requirements and expand the program framework. As initial steps, we introduced an online platform for patients to share their stories with us and created a Patient Engagement Director role responsible for elevating the patient voice and building the program. In 2026, we will partner with an external agency to help build a comprehensive program.

International Donations Program

In 2025, we strengthened partnerships with humanitarian organizations, grew the number of countries served, and increased total product donations.

Cumulative to date, Glaukos has:

- Partnered with 152 humanitarian organizations (including 13 new ones in 2025).
- Supported teams serving in 62 countries (including 6 new countries in 2025).
- Donated over 9,200 stents or iDose TR units (including 1,091 in 2025) and is on track to reach our goal of donating 10,000 stents or iDose TR units by 2030.
- Donated over 3,200 gonioprisms (including 765 in 2025).

We also increased communications to educate employees about these philanthropic efforts, including two companywide sessions: “Glaukos World Café: How Glaukos Gives Back” (November 2025) and an iFlash video e-blast (August 2025).

PATIENT ADVOCACY IN ACTION

Glaukos is proud to support the National Keratoconus Foundation (NKCF) in their mission to increase awareness and understanding of keratoconus through educational campaigns like “Cones for a Cause”. We partner with NKCF – the largest organization dedicated to the keratoconus community -- to ensure that patients are informed and supported, clinicians are equipped with current evidence and resources, and research efforts are grounded in real-world patient needs.



Participating in Cones for a Cause are (from left) Amber Harness, Sr. Director of Development, UCI Irvine Health; Brandy McCracken, Glaukos Sr. Director, Advocacy; Luis Delgado, Director of Development, UCI Irvine Health; Melissa Chavez, Glaukos Sr Director, Global Marketing Corneal Health; Amy Hellem, Director, NKCF.

PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

Pricing Strategies

Pricing Committee and Principles: In 2025, Glaukos established a Pricing Committee to oversee the company's pricing and price reporting activities and ensure compliance with law for all our products. This committee ensures that our pricing aligns with our Pricing Principles and reviews and approves pricing programs for our products including rebates, discounts, samples, evaluation and trade-in programs, payment terms, returns policies, and distribution methods.

Voting members include our CEO and our President and COO. Non-voting members of the Committee include senior team leaders such as our CFO, General Counsel, Chief Development Officer and Sr. Vice President, Governance, as well as cross-functional representatives from Market Access, Compliance, Commercial, Sales Operations, Marketing, Medical Affairs and Finance. The Committee meets regularly as needed, but no less frequently than quarterly.

Epioxa Pricing: Glaukos sponsored a [study published in 2025](#) in the *Journal of Medical Economics*, which found that CXL results in lower direct medical costs and Quality-Adjusted Life Years (QALY) over a lifetime treatment horizon. The findings indicate, when CXL is performed prior to substantial disease progression, it yields meaningful cost savings and measurable improvements in patients' quality of life. This study offers additional evidence that advancements in CXL, including Epioxa, will offer clinicians and patients the opportunity to slow or halt disease progression before irreversible vision loss occurs.

Pricing for Epioxa was carefully determined by voting members of the Pricing Committee in alignment with the Company's pricing principles. The Company considered many inputs including the HEOR analysis (mentioned above) noting the benefits of the treatment – namely, the elimination of the pain associated with epithelium removal and the quicker patient recovery and quality of life with its use – as well as the cost savings to patients and the health care system.

Also considered was external research conducted by a third party which analyzed comparable rare disease drug prices and physician and payor survey data. Past and anticipated costs associated with commercialization of the device and drug therapy, planned efforts to educate physicians and patients, the long history and costs of extensive R&D as well as continued future innovation were also factors.

PRICING PRINCIPLES

Glaukos is committed to investing in the future of ophthalmology to transform standards of care and improve patient lives.

Investing In Transformative Innovation

We invest a significant and peer-leading portion of our revenues in R&D to:

- Address unmet patient needs.
- Deliver innovation that challenges conventional treatment paradigms.
- Advance standards of care.
- Improve patient lives.
- Create entirely new commercial and clinical marketplaces.

Our R&D investments reflect a long-term commitment to pursuing innovation in often-complex and rare disease areas, with significant risk of failure and expense before we ultimately succeed.

Establishing Responsible Pricing

Glaukos thoughtfully determines pricing of our products, taking into consideration:

- Benefits and costs/cost savings to patients and health care systems.
- Improvement in patients' clinical outcomes and quality of life.
- Ability to provide eligible patients in need access to our therapies.
- Investment required to bring our products to market, including pioneering new markets, and to continue pursuing breakthrough innovation for the future.

¹ Rapuano CJ, et al. Economics of corneal cross-linking for keratoconus treatment. *J Med Econ.* 2025 Dec;28(1):1696-1708. doi: 10.1080/13696998.2025.2564576. Epub 2025 Sep 29. PMID: 40981503.

PRODUCTS: ACCESS, AFFORDABILITY, AND PRICING

HIGHLIGHT STORIES

DELIVERING SIGHT-SAVING ASSISTANCE IN WESTERN GUATEMALA

In 2025, Glaukos established a multi-year donation of 500 iDose units through the iDose Your Dose program to the Centro Oftalmológico La Familia – the La Familia Eye Center – within the Hospital de la Familia in the Western Guatemalan town of Nuevo Progreso, San Marcos.

Western Guatemala suffers the highest rates of extreme poverty, chronic malnutrition, delayed access to health care and inadequacy of government health services in the Western Hemisphere. Access to sight-saving vision care is woefully inadequate in the region, where the rate of annual cataract surgeries is 400 per 1 million people, with many surgeries provided through international mission trips. (In contrast, the annual U.S. rate is 8,000 cataract surgeries per 1 million people.)

The La Familia Eye Center was founded in 2016 to help address this problem. Today, it is a state-of-the-art surgical teaching center with six senior ophthalmologists. The center trains fellows in complex glaucoma and anterior segment surgery, operates a retina program and hosts an international Department of Ophthalmology. In 2025, it provided over 5,400 cataract, glaucoma, cornea, laser, and retina procedures.



Glaukos employees, Allie Bellomo (left) and Jessica Milbridge (right) pose with a La Familia Eye Center patient during a recent visit to the facility.

“For more than 25 years, Hospital de la Familia and La Familia Eye Center have been a defining part of my life,” said Jessica. “Continuing this work with the support of Glaukos and sharing it across generations of my own family – most recently with our Glaukos family – is something I am profoundly proud of and deeply grateful for.”

HELPING GLAUCOMA PATIENTS IN PERU AND THE DEMOCRATIC REPUBLIC OF CONGO

In 2025, Glaukos supported The Christian Ophthalmic Surgery Expedition Network (ChOSEN) with iDose and MIGS donations for 50 patients over four trips in Peru and the Democratic Republic of Congo. ChOSEN is a nonprofit organization founded in 2014 to provide high-quality eye surgery to underserved patients in need. It is currently focused on Nicaragua, Mexico, Peru, the Democratic Republic of Congo, and Ghana. Guided by its mission, ChOSEN provides cataract, retina, and glaucoma surgery with exceptional outcomes while also ministering to the souls of the patients treated. Thanks to donations by industry partners and individuals, all surgery is provided at no cost to patients.

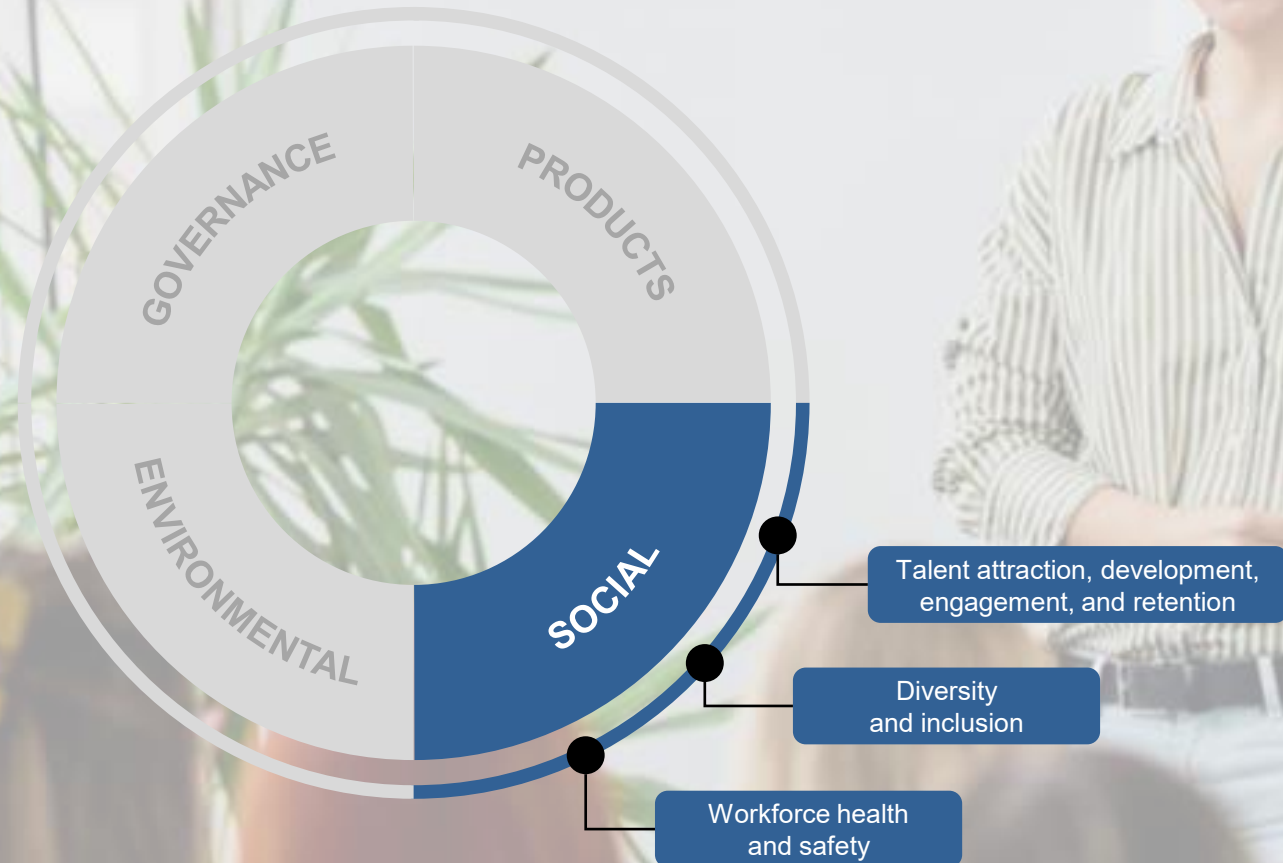
“The needs in the areas where we work are so large,” said Andrew McLaughlin, MD, ChOSEN board member (pictured in the group photo below; center of back row wearing a black surgical cap). “For example, in the Democratic Republic of Congo, the prevalence of glaucoma is extremely high and most patients have no access to or cannot afford glaucoma medications. Surgical treatment can provide long-term control for many of these patients who would otherwise be untreated.”



SOCIAL

At the heart of our success is the belief that our employees are not just contributors but the source driving our innovation and growth. We are committed to making Glaukos an engaging, diverse, and safe place to work.

TIER 1 SOCIAL TOPICS



2025 AND 2026 SOCIAL GOALS

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Developing and implementing global strategies for attracting, developing, engaging, and retaining workers, including offering market-competitive compensation, bonuses, benefits, and equity at all levels in the company for eligible employees, providing career path opportunities and promoting employee satisfaction.

GRI 3-3; GRI 401-1; GRI 401-3; GRI 403-6; GRI 404-2; GRI 404-3

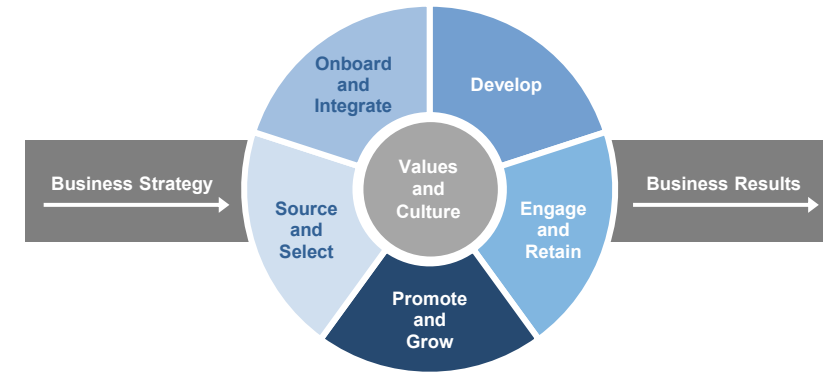
MANAGEMENT APPROACH

Creating and maintaining a positive workplace culture is vital to attracting and retaining talented employees who can execute our strategic vision. Each year, the Glaukos Board of Directors assesses human capital risk, with a focus on recruitment and retention. For more information on our efforts to create a comprehensive, cohesive, and positive employee experience, see our [Form 10-K](#).

Glaukos uses two models to influence and advance our People and Talent Strategy:

1. The People/Talent Wheel, which considers how business strategy impacts five people-related approaches:
 - Talent Acquisition.
 - Onboarding.
 - Development.
 - Engagement.
 - Retention.
2. The Talent Ecosystem, which collects information on our quarterly Career and Performance Check-Ins and helps leaders represent employees at Talent Calibration meetings, influences how we identify successors, and prepares leaders for future roles.

People/Talent Wheel



Glaukos’ People and Talent Strategy aligns with our business strategy, and helps us prioritize supporting programs, resources, and leadership to provide an exceptional employee experience where people want to work, grow, and stay. The People and Talent strategy is shared in senior team meetings and leadership development programs to educate leaders on their range of roles in finding, developing, and engaging people.

Our senior leaders review people, talent statistics, and programs with our Board of Directors at least twice per year. Members of management participate in shareholder outreach calls and meet with some of our top institutional investors. As part of these calls, management provides updates on how Glaukos supports our organization through hiring, development, compensation, and engagement practices.

The Glaukos Culture

The Glaukos Values — Dream, Lead, and Care — describe and embody the spirit and behaviors uniquely critical to Glaukos. Our values are incorporated and referenced throughout the Talent cycle, from recruiting to onboarding to engagement and retention. Glaukos values employee feedback and participates in the annual Great Place to Work employee survey in the U.S. and various other countries where we operate. The results help us better understand employee attitudes and perceptions about Glaukos’ culture so that we can take actions to further strengthen employee satisfaction.

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Employee Compensation, Wellness, and Benefits

Glaukos employees have a wide range of benefits and wellness needs and wants. We regularly review, modify, and add to our suite of competitive wellness, benefits, and compensation approaches. Our Global Total Rewards approach is vital in attracting, developing, and retaining a healthy and satisfied workforce.

Compensation

We apply these principles to help achieve consistent, fair compensation packages that reward performance:

- Base salaries, discretionary bonuses, and benefits packages that are appropriate for each of the markets where we compete for talent.
- Compensation that encourages behaviors consistent with our values.
- Individual performance goals with a balance of short- and long-term objectives.
- Processes that ensure consistency in compensation across similar roles in relevant markets regardless of race, ethnicity, or gender. See the Diversity and Inclusion section to learn more about our commitment to pay equity.

Our executive compensation programs are designed to attract and retain high-caliber executives and link the executive management team to shareholder interests. Glaukos executives receive market-competitive base salaries and employee benefits. A significant portion of our executive leadership team's annual compensation is based on the company's annual business performance, including achievement of sustainability goals, and each executive's contribution to that performance. The executive compensation programs reward our executive leadership for achieving short- and long-term results. For more information about our executive compensation program, see our most recent [Proxy Statement](#).

As part of our total compensation approach, we enable employees to build an ownership stake in the company. For example:

- Glaukos' long-term incentive program grants restricted stock units (RSUs) to eligible employees. Over time, when the awards vest, they are paid out in shares of Glaukos common stock (country-specific exceptions may apply). In the U.S., employees at

every level within the organization receive a new hire grant and are eligible for additional RSUs during our annual performance-based compensation review.

- Glaukos offers employees the opportunity to purchase Glaukos stock at a discount through the Employee Stock Purchase Plan (ESPP). The ESPP is available to any full- or part-time employee or personnel hired through a professional employer organization worldwide who customarily works at least 20 hours per week.

Wellness and Benefits

Glaukos takes a holistic approach to employee well-being that is tailored to each market and designed to support work-life balance and promote good health and mental well-being. Our Employee Assistance Program (EAP) is open to all global full- and part-time employees and their families. Resources include:

- Counseling services for emotional care.
- Ways to manage stress and anxiety during uncertainty.
- Financial and legal planning resources.
- Local resources, including where to find childcare and elder care.
- 1:1 benefits support in the U.S. at onboarding and during Annual Enrollment.

In the U.S., we offer a wellness reimbursement credit to employees for eligible expenses related to physical, financial, and mental wellness. We review our global programs periodically to ensure competitiveness within our industry. International employee eligibility for non-salary benefits follows local regulations and practices.

We offer the following benefits in the U.S.:

- Healthcare benefits designed to support employee wellness, including medical, dental, and vision insurance, a Health Savings Account (HSA) with an employer contribution, limited purpose flexible spending accounts, and access to virtual health services. Glaukos pays 100% of vision insurance and provides a second pair of glasses or contact lenses annually.

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Wellness and Benefits (continued)

- Insurance benefits designed to protect the financial security of employees and their families, including company paid Life/AD&D and long-term disability, paid short-term disability, voluntary supplemental life, critical illness, and hospital indemnity insurance.
- Retirement benefits that allow employees a tax-advantaged way to achieve their retirement goals. Glaukos offers a 50% match of the first 8% of annual eligible compensation that employees contribute.
- Supplemented U.S. leave-related payments to provide up to 12 weeks of paid disability, maternity, and baby bonding, including up to two weeks of parental leave for a non-birthing parent, including state-registered domestic partners.

Other wellness programs include onsite COVID-19 and flu shots for employees in our U.S. offices, biometric screenings, and Wellness Wednesday massage therapy at our locations in Aliso Viejo, San Clemente, and Burlington, as well as an available \$300 annual wellness credit through our U.S. PPO and HSA plans. To ensure Glaukos is a competitive employer on a global basis, we regularly review and enhance our benefits where needed. For example, we recently improved pension benefits and introduced supplemental health insurance in most of the countries where we have direct operations.

Depending on their role and the country in which they work, eligible employees worldwide have access to flexible and hybrid work options.

Glaukos recognizes the importance of mental health to general well-being. We regularly publish a mental health toolkit on our GKOS360 intranet. The toolkit helps employees identify and connect to mental health resources through multiple channels.

Time Off

Globally, we offer Time Off programs that allow employees to refresh and spend time in the community volunteering, as well as paid company holidays, company-paid bereavement, maternity and parental leave, and company-paid leaves of absence for employees and their dependents with qualifying disabilities. Glaukos continues to offer a global Holiday Break. During this period, employees in most countries are not required to

use paid time off (PTO). In certain functions where work is required, employees receive equivalent holiday credits to use at another time.

Employee Attraction

Glaukos' unique culture, product pipeline, and ever-expanding benefits make us an attractive place for employees. The competition for skilled talent remains high, and our employee value proposition allows Glaukos to compete successfully against much larger medical device and pharmaceutical companies.

Our Talent Acquisition team collaborates with business leaders and hiring managers to develop talent pipelines, candidate pools, and interviewing approaches. Since innovation is key to our success, we pay close attention to our talent and attraction practices for our science and R&D roles. To develop diverse slates of candidates, our job postings and outreach efforts include diversity- and minority-focused groups and organizations, veterans, and women-focused groups and associations. We also utilize social media to reach multiple generations of talent and offer a 12-week summer internship program to college students.

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Employee Growth, Development, and Retention

We work to provide employees with the skills and tools needed to reach their career goals. Formal learning and development are available in functional and technical areas such as Clinical, Commercial, and Quality. We also offer Tuition Reimbursement and Student Loan Repayment, providing support to employees in their professional development. Tuition Reimbursement reimburses up to \$5,250 per year for eligible tuition expenses. Student Loan Repayment reimburses employees up to \$10,000 for eligible student debt.

Glaukos offers a comprehensive orientation and onboarding program, which includes a New Hire Orientation and participation from the senior team. We support managers in the hiring process, including a customizable onboarding guide and Q&A sessions. New employees also enjoy one-on-one assistance with benefits enrollment. Central to Glaukos' success is helping employees understand our industry as well as our growing suite of medical device and pharmaceutical products. All employees are required to attend Product and Disease State Training. This interactive, two-part course provides a substantive overview of the disease states that Glaukos therapies address, how our products work, and how we prioritize both patient and provider experiences.

Our Job Leveling Framework uses a standard set of criteria to consistently assign and calibrate job titles and levels across our global organization. It contains detailed standards for each level in our framework and provides guideposts for employees to create pathways towards development and promotion. Since its introduction in 2023, our leaders have continued to develop their Job Leveling Framework skills, with some departments tailoring them to include function-specific responsibilities, skills, experience, and leadership criteria.

Within certain departments, we offer formal on-the-job training. Our commercial organization requires all sales representatives globally to complete and be certified via multi-day basic training. As part of their ongoing product knowledge, Sales personnel receive regular, live product training and online training. Similarly, our Clinical team has dedicated trainers to support consistency across those employees monitoring our studies.

Glaukos' signature leadership development programs are Launch and Leader Lab. Launch is focused on basic and management skills related to employee relations and legal requirements. Leader Lab helps experienced leaders learn, practice, and apply facilitative coaching and two models for giving and receiving feedback. In 2026 we will introduce Preparing for Leadership for aspirational managers, and Managing at Glaukos for all people leaders, to develop foundational management skills.

Performance Management

Our performance management philosophy focuses on current and forward-looking discussions. We refer to these as our Check-In Process, in which managers and employees meet at least quarterly to discuss personal career performance and development goals.

All employees and their managers can access tools and templates to create and update their performance, development, and career goals. One module in Leader Lab focuses on teaching leaders how to better facilitate Check-In conversations while Launch explores why one-on-one meetings are critical to employee growth and retention. Our approach to performance management is reinforced in Managing at Glaukos, with an overview of the check in process and how to use Oracle to support check-ins and employee development.

Where appropriate, Glaukos conducts skills assessments to identify potential gaps within specific departments and, where identified, we address via succession planning or targeted external recruitment efforts. Our Succession and Talent Calibration process identifies critical roles and successors, and continually updated data is used to influence promotions and development.

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

ANNUAL PERFORMANCE

The Glaukos Culture

We are proud to maintain our high retention rates in 2025, and we ascribe much of that success to the Glaukos culture. In February, Glaukos Culture Leaders officially kicked off, based on feedback from the in-depth listening sessions we conducted across the company in 2024. See our Highlight Story for more information.

Employee Compensation, Wellness, and Benefits

In 2025, we focused on communicating and expanding our benefits programs.

- In January, we announced an enhanced 401(k) program, increasing company match to \$0.50 on the dollar up to the first 8% of an employee’s contributions.
- In March, we highlighted The Power of Stock, a Glaukos World Café offering, where our CFO, Vice President of Investor Relations, and Sr. Director of Total Rewards discussed what RSUs really mean to Glaukos and to each employee’s total compensation.
- In April, we launched a refreshed suite of cash- and points-based spot recognition tiers, including iRecognize points for people leaders to grant throughout the year, to anyone in Glaukos. iRecognize points hold same-as-cash value for Glaukos swag, gift cards, or a selection of benefits in kind such as travel or event tickets.
- In September, we announced the expansion of our Care.com access program, from U.S.-only to all full-time employees globally. Program details are available in the [Diversity and Inclusion](#) section.

66%

of Glaukos employees participated in our ESPP as of December 2025. The program is open to all full- and part-time employees who customarily work at least 20 hours per week.

Great Place to Work

Glaukos values employee feedback, so for the fifth year in a row, we participated in the Great Place to Work employee survey. Seventy-three percent of employees completed the survey and 85% of respondents said Glaukos is a great place to work, compared to 55% of employees at a typical U.S.-based company. We remain certified as a Great Place to Work globally. In addition to the U.S., Australia, Brazil, Germany, Japan, and the U.K. continue to garner Great Place to Work designations. Based on the survey results, our top strengths continue to include the categories of Corporate Intimacy and Caring. In 2025, Glaukos was honored to be named as one of the Fortune Best Workplaces in Biopharma.

Learning and Development

We offered over a dozen learning sessions in 2025, focused on effective formal and informal communication. We also introduced Oracle Learn and LinkedIn Learning, with 6,735 hours of employee learning in 2025. We also piloted “Managing at Glaukos” in November, which was very positively received with 94% of participating managers reporting having a clear understanding of their responsibilities as a people leader post-program.

Our Tuition Reimbursement and Student Loan Repayment programs are available to all full and part time employees pursuing qualifying degrees or certifications. In 2025, they helped



140 employees save a total of

\$267,639

SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

HIGHLIGHT STORIES

GLAUKOS FUN IN THE SUN



In September, we hosted an end of summer BBQ for our San Clemente manufacturing facility, where leadership grilled for employees, and we hosted games, a raffle, and a day of fun for all production shifts. We are excited to continue this tradition!

HARNESSING THE POWER OF AI



We are invested in ensuring Glaukos employees are well educated and prepared for AI.

In September, we launched Acceleration Lab to 50 pilot attendees. This hands-on, lab-style course focuses on both secure AI habits as well as strategies to unlock the full potential of AI to address complex challenges.

LAUNCHING GLAUKOS CULTURE LEADERS

In February, Glaukos Culture Leaders officially kicked off, based on feedback from the in-depth listening sessions we conducted across the company in 2024. The team of cross-functional employees from diverse experience levels and backgrounds (pictured below) was brought together to help shape, strengthen, and champion the company's culture. The program was designed to develop cultural ambassadors -- leaders who use their influence to model Glaukos values, spark meaningful dialogue, and turn insights into action. Throughout the program, participants engaged in learning while doing, collaborating across functions, and partnering with senior leaders to tackle real, culture-shaping opportunities.

The 2025-2026 cohort began their program at our Aliso Viejo headquarters, later meeting in San Clemente and Burlington, along with virtual sessions in between. The team took on the important role of engaging with new hires during orientation, analyzing and acting on employee insights, and will ultimately share their experiences with the senior executive team in early 2026.



SOCIAL: TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

HIGHLIGHT STORY

PROMOTING A CULTURE OF GIVING AND VOLUNTEERISM

1. We were a proud Gold Sponsor of the Walk for Independence supporting The Carroll Center for the Blind.



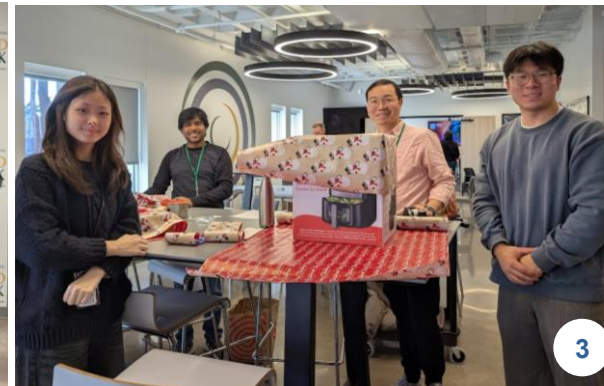
1

2. We were grateful to be able to volunteer at the LA Food Bank, helping build 4,372 boxes of food for the victims of the LA fires.



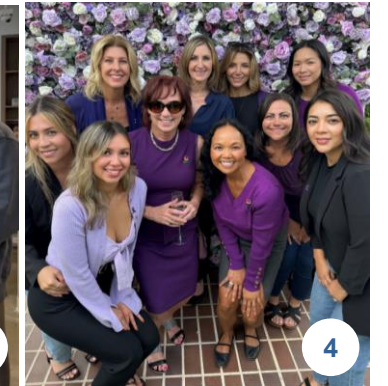
2

3. Employees in Burlington wrap holiday gifts for local families in need.



3

4. We attended the Human Options Fall Luncheon, supporting Domestic Violence Awareness Month.



4

5. Employees in San Clemente shop for local families during the holidays for our Adopt a Family program.



5

6. Employees in Brazil wrapped and packed gifts for local families as part of our Adopt a Family program.



6

7. We continue to enjoy our tradition of riding in the annual UCI Anti-Cancer Challenge.



7

8. Employees volunteered at Families Forward to help prepare for serving Thanksgiving meals.



8

9. Employees played to give and to win at The Priority Center's Pickleball for a Purpose tournament.



9

10. Our EMEA sales team met in Tenerife, Spain, where all participated in a beach clean up event. The coastline around Tenerife is protected, home to bottlenose dolphins and several species of whale.



10

SOCIAL: DIVERSITY AND INCLUSION

Creating and implementing a lens of diversity, inclusion, and non-discrimination across the company and throughout the talent lifecycle.

GRI 3-3; GRI 405-1

MANAGEMENT APPROACH

At Glaukos, we believe that broader perspectives increase our ability to drive innovation. We strive to create a culture that positively impacts our employees' lives. We understand the power of inclusiveness and the importance of an environment that respects everyone's identity. Each Glaukos employee brings a different background, set of skills, and perspective. Our diversity propels creativity and innovation, resulting in increased value for Glaukos. The Glaukos [Human and Workforce Rights Policy](#) and [Equal Opportunity \(EEO\) Policy](#) ensure every employee feels safe and welcome at Glaukos.

In the EEO Policy, we affirm that Glaukos is an equal opportunity employer and that we will take steps to pursue a diverse and equitable workforce. We believe effective onboarding and orientation are particularly critical to support inclusiveness and employee retention. We follow carefully designed orientation and onboarding processes, which offer new employees cross-functional support, resources, and connection opportunities through their first six months.

We also support leaders pre-hire with small group or one-on-one assistance, communications, and resource materials to provide a smooth transition to Glaukos for their new hire.

Pay Equity Analysis

As part of our commitment to equal pay for equal work, Glaukos conducts an annual pay equity analysis to evaluate the distribution of merit, bonus, and RSUs. We regularly evaluate pay practices related to new hires and promotions.

California employers with 15 or more employees are required to include a position's salary or hourly wage range (not including bonuses or equity-based compensation) in any internal or external job posting. For increased transparency, Glaukos continues to disclose wage ranges for all posted positions in the U.S.

Culture and Development

Glaukos is committed to embedding diversity and inclusion into our corporate culture and employee development opportunities. Our Sr. Director, Talent and Learning, a Certified Diversity Professional (CDP), is responsible for overseeing our development programs. Our global learning tool, Oracle Learn, has dozens of DEI-specific courses available free of charge to all employees. The learning toolkit also contains information on how to identify mentors.

For managers involved in hiring, Glaukos offers a Source and Select course that includes a section on reducing bias in the hiring process. Furthermore, our flagship leadership development program, Leader Lab, helps leaders develop facilitative leadership skills and feedback tools to create a more inclusive workplace. Our commitment to inclusiveness is reflected in the results of the 2025 Great Place to Work survey, where Glaukos once again demonstrated especially strong performance. For more information on our Talent Development strategies and practices, please see the [Talent Attraction, Development, Engagement, and Retention](#) section.

Benefits

To cultivate an inclusive environment for all employees in the U.S., we offer benefits that support a range of employee living situations, personal needs, ages, genders, and orientations.

Our comprehensive wellness, healthcare, and other benefit offerings support diversity and inclusiveness through:

- Fertility and family planning.
- Parental leave policies.
- Healthcare for common-law partners and spouses.
- Subsidized backup childcare.
- Child and elder care resources.
- Flexible work options.
- Tuition reimbursement.
- Student loan repayment support.

SOCIAL: DIVERSITY AND INCLUSION

ANNUAL PERFORMANCE

We expanded company-sponsored access to Care.com to all full-time Glaukos employees globally, in September. Services vary by country but broadly include childcare, including five backup days of paid dependent care per year; pet care, housekeeping, senior care, tutoring, and special needs care.

In response to employee feedback in 2024, we launched Glaukos Culture Leaders in February 2025. We carefully selected our pilot cohort to be a diverse mix of backgrounds, ages, ethnicities, gender, and expertise. The Glaukos Culture Leaders program is focused on identifying ways that we can sustain and reinforce our inclusive culture, ensuring that tenured and new employees have a consistent experience regardless of geography, function, or role.

As the program progressed, one consistent theme heard from participants was that they felt more connected to other functions and colleagues across locations, which influenced how they approached their work, decision-making, and communications.

In 2025, we also focused on inclusive learning, expanding Glaukos World Café and launching curated courses via LinkedIn Learning and OracleLearn, our new global Learning Management System which offers learning in 46 languages. In November, a curated list of courses on inclusion was distributed to all employees globally.

We focused on pipeline development of top talent for critical roles in 2025. The Talent Acquisition team continues to drive for diverse candidate slates. Using our Talent Pool feature, we keep in touch with pipeline candidates and leverage those pipelines for open roles. We continue to sponsor a robust annual intern and co-op program, hosting 35 students in 2025.



“What’s been most eye-opening through this experience is gaining a deeper understanding of how the organization truly operates behind the scenes. From a field perspective, it’s easy to focus on outcomes and the patient experience, but we don’t always see the complexity, the decision-making, and the people who bring our products to life. This program highlighted how culture isn’t confined to a single function; it shows up in every department, in how teams collaborate, solve problems, and move the business forward. It reinforced for me that culture isn’t abstract – it’s built through consistent behaviors, shared stories, and the intentional moments we choose to create every day.”

-- Anber Kindberg, Key Accounts Director

“Our Glaukos culture is a living thing that we must all curate and care for.”

-- Elyse Hong, Global Product Surveillance Director

“Glaukos Culture Leaders has taught me that cultural representation is about organizational health, not optics. Seeing oneself reflected in senior leadership and daily norms fosters belonging, which directly impacts engagement and performance. Glaukos reinforces this through the GCL program, positioning culture as something employees actively and collectively shape, not something senior leadership defines alone.”

-- Valerie Cleveland, Manager, Clinical Research Operations



Quotes from 2025-26 Glaukos Culture Leaders

SOCIAL: DIVERSITY AND INCLUSION

HIGHLIGHT STORIES

SUPPORTING OPHTHALMOLOGY ELECTIVE GRANTS FOR FIRST NATIONS MEDICAL STUDENTS IN AUSTRALIA AND NEW ZEALAND

We proudly support aspiring Aboriginal and Torres Strait Islander ophthalmology scholars in Australia and New Zealand.

Through the Australia New Zealand Eye Foundation and The Royal Australian and New Zealand College of Ophthalmologists, Glaukos helped to launch Ophthalmology Elective Grants for First Nations medical students at Flinders University and The University of Adelaide.

The goal of the program is to encourage Aboriginal and Torres Strait Islander students to consider careers in ophthalmology and potentially grow the First Nations ophthalmology workforce in Australia.



SURVEY RESULTS SHOW THAT EMPLOYEES FEEL WELCOMED AND INCLUDED

In the 2025 Great Place to Work survey, employees gave Glaukos a 93% positive rating for the statement

“People are treated fairly regardless of their sexual orientation”

and a 91% positive rating for the statement

“People are treated fairly regardless of their race.”



GLAUKOS MEDICAL SCIENCE LIAISON NAMED OWL FELLOW

Dr Roselyn Ahua, OD, FAAO was named as an [Ophthalmic World Leaders \(OWL\)](#) Fellow for 2025-2026. The OWL Fellows program is a mentorship-based program pairing emerging leaders with established ophthalmic experts, to foster leadership, personal, and professional development in the eyecare industry and promote diversity, innovation, and collaboration.

“I was officially announced as a Fellow at the end of the last American Academy of Ophthalmology meeting in October 2025,” Dr. Ahura said. “I was introduced to OWL by a colleague not long after starting in my role as a Medical Science Liaison with Glaukos. I started to learn about the organization through OWL’s membership site and through one of our Key Opinion Leaders.

“I am so excited to be involved in the organization and to have the opportunity to have one-on-one mentorship with an outstanding industry leader whom I would likely not have met at this time otherwise. The connections in the organization and the relationship with my mentor are privileges that I don’t take for granted.”

Dr. Ahua is also very active in her local Charlotte, NC community. In 2025, she was also nominated to The KNOW Charlotte. The KNOW is a national publication that brings together female leaders in major metropolitan areas for personal and professional development and community.

Dr Ahua commented that The KNOW, “has also been another push for me to continue to pursue excellence in my work and personal life. It acts as a reinforcement for women’s leadership, and a means to uplift others and inspire girls in the city as well.”



Dr. Roselyn Ahua, OD

SOCIAL: WORKPLACE HEALTH AND SAFETY

Supporting healthy habits and building policies that promote occupant health and well-being holistically to help enhance performance and attendance.

GRI 3-3; GRI 403-2; GRI 403-3; GRI 403-5; GRI-403-6; GRI 403-7; GRI 403-9

MANAGEMENT APPROACH

At Glaukos, the health and safety of our workforce is a core commitment. By integrating robust EH&S programs into our daily operations, we aim to minimize risks, ensure regulatory compliance, and foster open communication to protect our employees' physical safety and overall well-being. Performance accountability in EH&S is reflected through a clear reporting structure that ensures accountability and leadership at the highest levels. Reporting directly to the Sr. Vice President of Operations, the Sr. Manager of EH&S provides comprehensive oversight for the implementation, monitoring, and continuous improvement of our EH&S programs.

This role serves as the central hub for aligning health and safety initiatives with organizational priorities, ensuring that our programs effectively mitigate operational risks, uphold regulatory compliance, and prioritize employee well-being.

Health and Safety Programs

We continue to advance our health and safety programs to foster a safe and healthy working environment for all employees. Recent initiatives have focused on strengthening workplace safety awareness, emergency preparedness, and exposure prevention through comprehensive training, procedural enhancements, and site-specific risk mitigation efforts. At our Burlington and Aliso Viejo locations, employees have participated in First Aid, CPR, and AED training to enhance emergency response readiness and ensure timely, effective care in the event of a medical incident.

Our ongoing efforts also include the development and implementation of targeted safety protocols addressing equipment operation, emergency response, hazardous material handling, and the prevention of workplace violence and heat-related illnesses. To support safe material handling and warehouse operations, we have implemented training on the proper use of warehouse manlifts and recently introduced safety training on appropriate golf cart operation, which are used to transport materials between buildings. These initiatives are designed to reinforce safe behaviors, reduce operational risks, and ensure employees are equipped with the knowledge and tools needed to perform their work safely.

Mitigating Primary Risk

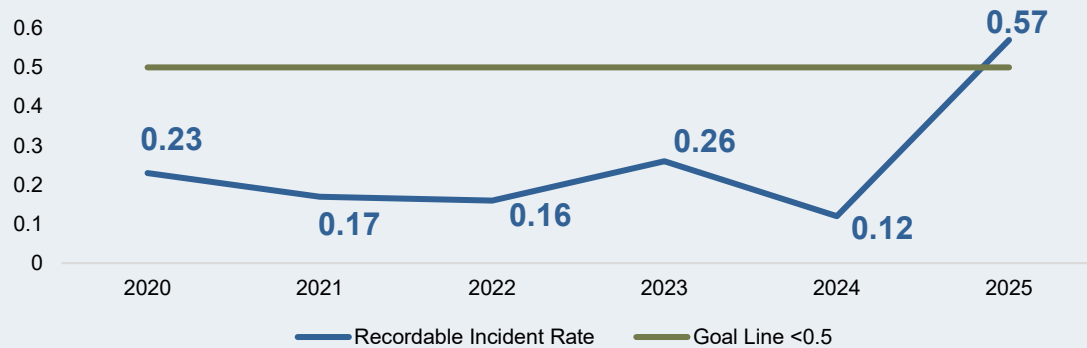
In 2022, our company established a strategic objective to implement an annual initiative focused on mitigating the primary risk highlighted in our annual health and safety risk assessment. As part of this commitment, in 2024 the EH&S department introduced a new ergonomic website in Aliso Viejo to support the health and well-being of our employees. In 2025, the software was evaluated based on employee feedback and found to be effective in supporting ergonomic awareness and workplace health. As a result, it was rolled out to the San Clemente and Burlington offices. This initiative demonstrates our continued commitment to proactively addressing workplace health risks by providing employees with the knowledge and tools to create safer, healthier, and more productive work environments.

SOCIAL: WORKPLACE HEALTH AND SAFETY

ANNUAL PERFORMANCE

OSHA Recordable Incident Rate

As part of our commitment to excellence in EH&S, we have set a health and safety performance target of maintaining an OSHA recordable incident rate below 0.5. This ambitious goal reflects our dedication to reducing workplace incidents, fostering a culture of safety, and continuously improving our safety metrics to protect our workforce and achieve operational excellence. In 2025, our OSHA recordable incident rate increased to 0.57 from 0.12 in the prior year.



This increase was driven by a limited number of recordable events, including a non-fault vehicle accident involving minor employee injuries that required medical attention and therefore met OSHA recordability criteria. While this impacted our annual metric and placed performance above our target threshold, it does not indicate a systemic breakdown in our safety programs. We continue to view each incident as an opportunity to strengthen prevention and learning.

To further reinforce our EH&S framework, we are enhancing systems that support proactive hazard identification, risk evaluation, and operational controls. These efforts ensure health and safety risks are carefully assessed before introducing new materials, equipment, or processes. We remain committed to fostering a transparent and proactive safety culture.

Employees are encouraged and empowered to report hazards, near misses, and unsafe conditions without fear of retaliation. Confidential reporting channels for health, safety, and ethical concerns remain available, supporting accountability, trust, and continuous improvement across the organization.

Radiation Safety

In late 2025, we began developing a comprehensive Non-Ionizing Radiation (NIR) Program to further safeguard employees who work with or proximity to sources of electromagnetic fields and optical radiation. Training was rolled out in 2026 to affected employees. The program encompasses the systematic identification and assessment of potential exposure sources, comprehension of control measures to minimize risks, and employee training to promote awareness and safe work practices. These efforts reflect our commitment to proactive risk management, continuous improvement, and the protection of employee health and safety, ensuring that employees of our workforce are supported for their occupational well-being, regardless of their role or work environment.

Essential Life Saving Skills

At Glaukos, we recognize that employees’ well-being extends beyond the workplace, and we are committed to supporting their safety both at home and on the job. To strengthen our culture of preparedness, we launched a companywide First Aid, CPR, and AED training initiative, beginning at our Burlington facility in 2023 and concluding at our Aliso Viejo campus in 2025.

This program equips designated representatives from each building with essential life-saving skills that are not only valuable in the workplace, but also transferable to employees’ personal lives and communities. To ensure ongoing readiness, Glaukos will provide refresher training every two years for all volunteers. By offering this critical education across all campuses, Glaukos reinforces its long-term commitment to employee well-being, emergency preparedness, and a safe, resilient workplace culture.

ENVIRONMENTAL

Environmental impact is a fundamental consideration across all Glaukos operations.



2025 AND 2026 ENVIRONMENTAL GOALS

ENVIRONMENTAL

Committed to improving energy efficiency, sourcing renewable energy, and reducing greenhouse gas emissions across our operations and value chain. Also focused on minimizing waste through increased recycling and reuse, ensuring responsible management of hazardous materials, and enhancing water efficiency to reduce our overall environmental impact.

GRI 3-3; GRI 303-5; GRI 306-3; SASB HC-MS-401a.1

MANAGEMENT APPROACH

All of our manufacturing facilities are certified by and operate under the scope of our ISO 14001 Environmental Management System (EMS), which encompasses activities related to the design, development, and manufacture of ophthalmic medical devices and pharmaceuticals. This robust framework ensures a systematic approach to identifying, controlling, and reducing environmental impacts while enhancing sustainability performance. As an internationally recognized standard, ISO 14001 enables us to monitor and manage environmental risks across our operations and fosters a culture of continuous improvement.

Glaukos' EH&S Policy outlines our commitment to protecting the environment, complying with applicable regulations, and maintaining alignment with our ISO 14001-certified Environmental Management System. The Environmental Management System applies to Glaukos' manufacturing and operational activities at its San Clemente and Burlington facilities. Reviewed biannually and approved by the CEO and executive leadership team, this policy reinforces our structured and proactive approach to managing environmental responsibilities and advancing sustainable business practices.

Biannual reviews of our environmental performance further reinforce our commitment of, ensuring accountability and continuous progress. During these regular reviews, the executive team, including the CEO, evaluates key metrics such as energy usage, hazardous waste management, outcomes of environmental audits and

inspections and any environmental issues identified. These sessions also provide a platform to address pertinent environmental challenges and identify strategic opportunities for improvement.

Guided by this governance framework, we translate our environmental commitments into practical, on-the-ground actions across our operations. One key area of focus is waste management and resource efficiency.

Glaukos is dedicated to minimizing landfill waste by actively engaging in recycling initiatives. At all our facilities, we ensure the recycling of cardboard and paper materials. Additionally, to further this commitment, designated recycling receptacles have been strategically placed in break rooms across our campuses, simplifying the recycling process for our employees. These receptacles are specifically designed to collect aluminum and plastic containers, reinforcing our efforts to encourage and facilitate responsible waste disposal practices that will minimize our overall environmental footprint.

Complementing these recycling efforts, we maintain control over hazardous waste materials to ensure environmental protection and regulatory compliance. We periodically train our employees in the proper way to collect, handle, and dispose of hazardous waste to prevent contamination. Our hazardous waste management program, covered within our EMS, remains ongoing. Glaukos is dedicated to minimizing hazardous waste generation, and continual efforts have been made to stabilize hazardous waste generation across our operations. In parallel, we have made strides in reducing the non-hazardous waste directed to landfill across our facilities. By evaluating our waste streams and collaborating with our licensed waste management vendors, we are actively redirecting non-hazardous materials away from landfill, whenever possible. These ongoing efforts underscore our dedication to reducing our environmental footprint and advancing responsible stewardship of the communities in which we operate.

ENVIRONMENTAL

Risk Management

At Glaukos, we prioritize proactive environmental stewardship through rigorous risk assessments and audits aimed at identifying and mitigating potential environmental impacts. To ensure continuous improvement and preparedness, we actively monitor risks and implement measures to prevent negative outcomes, including the handling of concentrated acids, ergonomics, and industrial hygiene monitoring of volatile organics.

Our California sites are susceptible to natural disasters such as brush fires and earthquakes. To help address these concerns, the organization utilizes a two-site model for storing finished goods inventory and has created business continuity plans, established redundant IT servers in geographically dispersed data centers with a data recovery process, and provided employees with laptops for remote access. Our Burlington site is designed with the same data protection as all our other servers.

To further enhance our operational resilience and support future growth, we have secured a new manufacturing site to expand our production capacity. The new facility, which will be constructed in Huntsville, Alabama, will sit on 25 acres of property and span 200,000 square feet. This facility will not only help meet our long-term operational needs but also serve as a backup location in the event of natural disasters or other disruptions.

Environmental Stewardship

As part of our commitment to environmental stewardship, we actively measure and track our Scope 1 and Scope 2 GHG emissions, covering both direct and energy-related indirect emissions. Although our operations are not highly energy-intensive, reflecting the nature of our production process, which relies on precision assembly rather than high-heat, large scale or heavy industrial activities. As a result, our facilities consume less energy relative to traditional energy-intensive industries. This operational profile supports our broader commitment to minimize environmental impact and reduce overall carbon emissions.

We will continue to calculate and monitor our GHG emissions to gain a deeper understanding of our environmental impact. Over the years, this ongoing assessment has supported our commitment to identify opportunities for improvement, minimizing our footprint, and implementing effective sustainability strategies.

Through this assessment, we have identified Scope 2 emissions as the most significant contributor to our overall environmental impact. Recognizing that organizational growth may lead to an increase in utility usage and an increase in emissions, we are committed to exploring strategies to mitigate their impact. This includes evaluating opportunities to optimize natural resource usage and enhancing the efficiency of our Building Management System (BMS). In alignment with this commitment, our Global Facilities and R&D Engineering Teams have embedded sustainability evaluations into their standard operating procedures. Our Global Facilities Team ensures that environmental considerations are integral to every stage of facility design, construction, and modification. Whether building new sites or upgrading existing ones, we prioritize energy-efficient systems, renewable energy integration, and resource-conserving technologies to reduce our operational footprint.

Similarly, our R&D Engineering organization incorporates sustainability into the development of new products and the enhancement of existing ones. See the [Responsible Procurement Practices](#) section for more information. By optimizing processes, selecting eco-friendly materials, and innovating with waste reduction in mind, we deliver products that not only meet the highest standards of efficacy but also minimize their environmental impact. These proactive measures underscore our dedication to sustainability across all aspects of our operations.

ENVIRONMENTAL

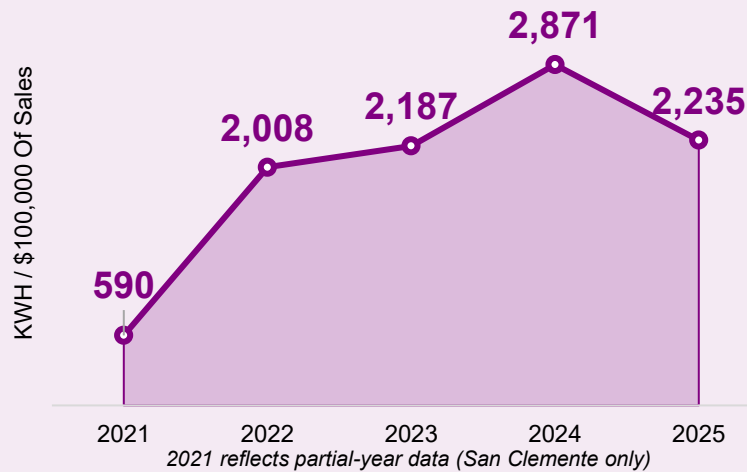
ANNUAL PERFORMANCE

Efficiency Gains Amid Growth

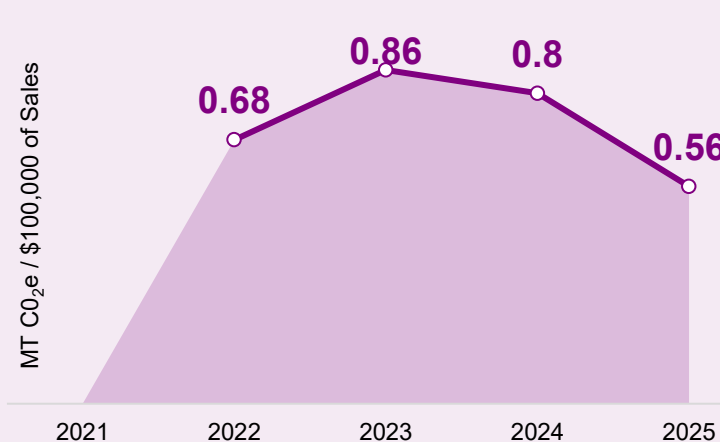
As our company has expanded its operations and physical footprint over the past five years – growing significantly across all three facilities – managing absolute utility consumption has become increasingly complex. The addition and scaling of our sites, most notably the addition of our Aliso Viejo campus and expansion of our San Clemente manufacturing campus in 2022, has driven higher raw consumption across several categories. This is further shaped by the nature of our operations; our manufacturing process is not utility-intensive by design, meaning that consumption levels are influenced more by the size and climate exposure of our physical facilities than by production output itself. Viewed in isolation, our absolute consumption might suggest a retreat from our sustainability commitments. The full picture, however, tells a markedly different story. Notably, while 2025 data is not yet available, the organization has sourced nearly 60% of its electricity in the U.S. from renewable resources over each of the past three years, a meaningful reflection of our commitment to clean energy that extends well beyond consumption volume alone. See [Metrics-at-a-Glance](#) for more information.

When utility and environmental performance are normalized against sales revenue, a clear and encouraging trend emerges: we are becoming measurably more resource-efficient as we grow. Across every major category we track, intensity metrics have improved – in some cases dramatically – even as our business has scaled. This trajectory reflects a pattern consistent with responsible operational expansion: growth introduces short-term intensity pressure, followed by meaningful efficiency gains as our sites reach full operational stride. These results affirm our core sustainability philosophy – that environmental stewardship and business growth are complementary, not competing, priorities. By measuring performance relative to the value we create, we hold ourselves accountable to genuine efficiency improvements, independent of favorable conditions or reduced output. As we continue to scale, our aim is to widen the gap between our growth curve and our environmental footprint, building a more resource-efficient enterprise for the long term.

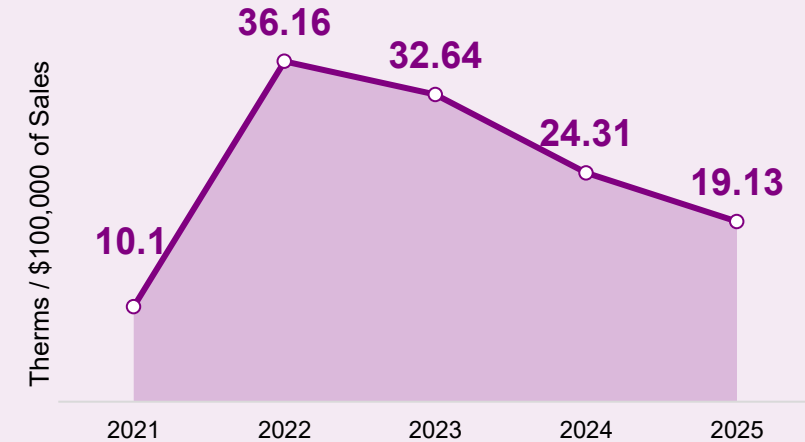
TOTAL ELECTRICAL INTENSITY



GHG EMISSIONS INTENSITY



TOTAL GAS CONSUMPTION INTENSITY



ENVIRONMENTAL

ISO 14001 Certification

We proudly maintain our ISO 14001 environmental management system certification at both our San Clemente and Burlington locations, demonstrating our ongoing commitment to environmental management and sustainable operations. This achievement reflects our dedication to minimizing environmental impact through rigorous compliance and continuous improvement. Looking ahead, we intend to extend this standard across our growth footprint by implementing ISO 14001 certified environmental management systems at future manufacturing sites, strengthening our ability to manage environmental impacts consistently and responsibly as we expand. Additionally, we enhanced our sustainability efforts by integrating design guidelines into our facility design standard operating procedure. These guidelines prioritize the evaluation of energy efficiency and other critical environmental considerations, ensuring that sustainability remains a core focus in the planning and development of our facilities.

GHG Data Verification

In 2025, the company further enhanced the credibility and transparency of its environmental data through a limited assurance engagement of its Scope 1 and Scope 2 GHG emissions. An independent third party conducted the verification in accordance with the ISO 14064-3 International Standard, confirming that our reported CO₂e emissions are accurate and calculated using U.S. EPA emissions factors. This independent assurance reinforces that our methodology aligns with recognized standards and is applied consistently across reporting entities. Insights and improvement opportunities identified during the process will be integrated into our ongoing data quality and management practices.

During the year, our EH&S footprint expanded with the commissioning of a new distribution center in Frankfurt, Germany, which became operational in April 2025. The addition of this facility increased overall EH&S scope and resource needs, as well as associated environmental aspects such as energy use, transportation activity, and waste management. EH&S programs, procedures, and controls were implemented at the site in alignment with corporate standards and local regulatory requirements. While the new facility contributed to higher absolute environmental metrics due to business growth, it also reflects our commitment to supporting operations in a safe, compliant, and environmentally responsible manner.

QR CODES REPLACE PAPER BROCHURES IN ASIA PACIFIC REGION

Glaukos Asia Pacific has taken a thoughtful step toward reducing its environmental footprint by reimagining how it shares information with customers across the region. Instead of distributing glossy printed brochures at meetings and conferences, many of which may end up being discarded, the Asia Pacific team transitioned to durable, reusable tent cards featuring QR codes.

This simple but impactful change helps minimize paper use, printing-related emissions, and waste, while offering a more dynamic experience for customers. With a quick scan, customers can instantly download digital brochures and access up-to-date video content directly on their mobile devices. This ensures information is always current, engaging, and available on demand, without the environmental cost of repeated print runs.

By aligning customer engagement with sustainability, Glaukos Asia Pacific demonstrates that responsible resource use and high-quality communication can go hand in hand. The initiative reflects a broader commitment to innovation, not only in eye care, but also in how the company contributes to a more sustainable future.



Glaukos 2024 Climate Disclosure: Executive Summary¹

TCFD and SB 261 Aligned · Resilient Strategy · Proactive Since 2020

TCFD Pillars at-a-Glance

The TCFD framework organizes climate disclosure into four pillars: how we govern climate issues, our strategy for addressing them, how we manage risks, and how we measure progress. This summary shows Glaukos's position across all four.

Governance

Board: CNG Committee Quarterly Oversight (Charter 2020)

Management: Sustainability Council + Topic Ownership

Integration: ISO 14001 + 60% Shareholder Engagement

Strategy and Risks

Physical: Wildfire (CA) ↑48% Fire Season

↳ 2017 Event: 3-Day Downtime, No Material Loss

Transition: CA/EU Regs + Customer Expectations

Opportunities: Efficiency + Competitive Positioning

Risk Management and Resilience

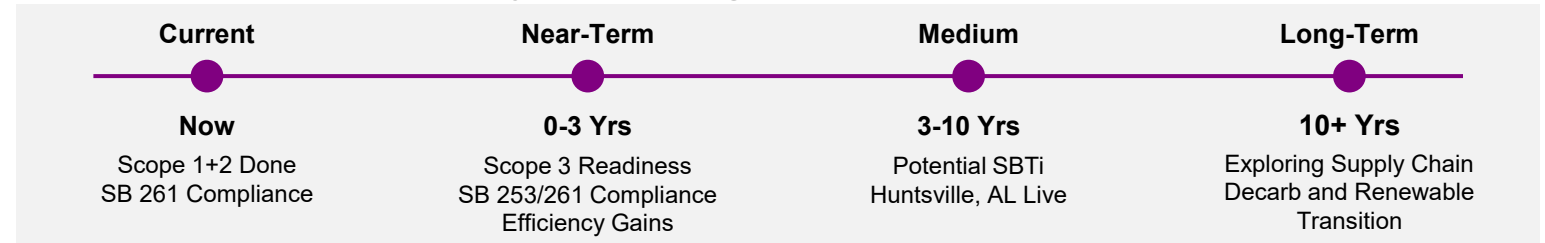
Geo-Diversify: CA/MA + Huntsville, AL (~2030)

Redundancy: Two-Site Distribution + Third-Party Mfg

Assessment: All Risks Minimal/Low (≤9 on 25-pt scale)

Strategy Resilient Across All Scenarios

Scenario Resilience Pathway and Strategic Milestones



Near-Term Focus

Scope 3 Buildout Complete (1-2 Yrs) → Enables Compliance & Transparency

All Horizons

Strategy Resilient Across SSP Scenarios (Geo-Redundancy + Proven Mitigations)

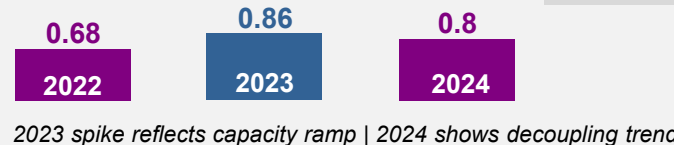
Medium-Term Momentum

SBTi Evaluation and Commitment (Post-Scope 3 Maturity)

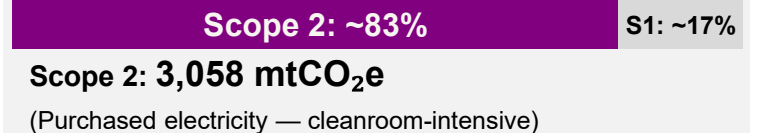
Standout Win

Two-Site Model → ~4,000 mtCO₂ Avoided (2024)

Intensity Trend (mtCO₂e / \$100k Revenue) ↓7% YoY



Scope 1+2 (2024)




Why intensity metrics? Intensity measures emissions relative to revenue — allowing meaningful comparison across years regardless of company growth.


¹ Full 2024 Climate Risk Assessment available on Glaukos website. Key term definitions can be found in the full report.


Glaukos 2024 Climate Disclosure: Executive Summary


Performance Highlights and Strategic Advantages

⚡ Strategic Advantages


 **Pre-Regulatory Foundation**
5 years of voluntary reporting before SB 261 mandate


 **Operational Efficiency**
Memphis Model: 19.7M air miles saved / ~4K tCO₂ eliminated


 **Market Positioning**
EyeSustain coalition member; sustainability credentials for hospital RFPs


 **Geographic Diversification**
CA/MA operations today + Huntsville, AL expansion (~2030)

🎯 Operational Resilience

 **Physical Risks**
Proven continuity: 2017 wildfire → 3-day downtime, no material losses

 **Transition Risks**
Ahead of regulatory curve; Scope 3 measurement readiness by 2028

 **Supply Chain**
>70% domestic sourcing; 94% supplier response rate

 **Opportunities**
Beyond compliance: sustainable packaging (2026) + electronic IFU (2027)

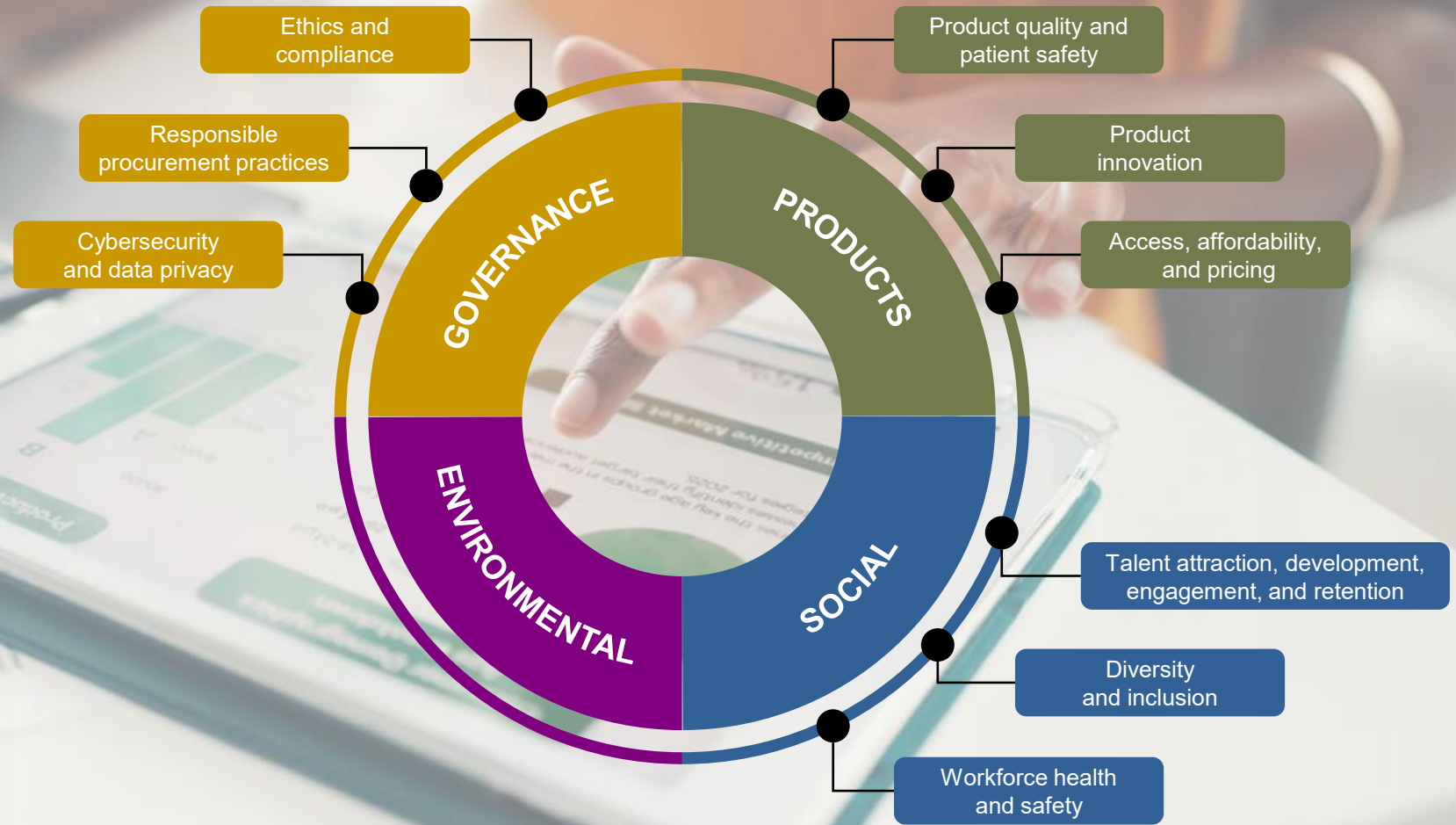
<p>↓ 7% YoY Intensity Improvement</p>	<p>~4K tCO₂ Distribution Optimization</p>	<p>>70% Domestic Sourcing</p>	<p>94% Supplier Response Rate</p>	<p>3 Sites By 2030 (CA/MA/AL)</p>
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APPENDIX

Metrics At-a-Glance

GRI and SASB Content Index

Disclaimer



APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
GOVERNANCE						
Ethics and Compliance	Percentage of new or renewing third-party distributors who completed our anti-bribery/anti-corruption training	100%	100%	100%	100%	100%
	Percentage of employees who completed annual certification of our Code of Conduct	100%	100%	100%	100%	100%
Cybersecurity and Data Safety	Percentage of employees who completed annual cybersecurity training	100%	100%	100%	100%	100%
PRODUCTS						
Product Quality and Patient Safety	Number of product recalls or take-backs	0	0	0	0	0
	Number of products listed on the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0	0	0
	Number of fatalities related to products	0	0	0	0	0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP)	0	0	0	0	0
	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100%	100%	100%	100%	100%
Product Innovation	For information regarding currently anticipated new product launches, please see our filings with the U.S. Securities and Exchange Commission, accessible here .					
Access, Affordability, and Pricing	Value of product donations to date (amount in USD of products donated to benefit underserved patients)	\$22.4 million	\$17.1 million	\$10.5 million	\$9.6 million	\$7.4 million
	Cumulative number of countries with patients benefitting from product donations	62	56	53	48	45
	Cumulative number of partnerships with humanitarian organizations	152	139	134	120	110+
SOCIAL						
Talent Attraction, Development, Engagement, and Retention	Number of Employees	1095	995	913	782	727
	United States	937	850	779	658	614
	International	158	145	134	124	113
	Number of salary employees	902	801	719	640	586
	Number of hourly employees	193	194	194	142	141
	Permanent Employees	1095	995	913	782	727
	United States	937	850	779	658	614
	International	158	145	134	124	113
	Female	474	411	364	295	271
	Male	621	584	548	487	456
	Undisclosed	0	0	1	0	±

APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
SOCIAL (Continued)						
Talent Attraction, Development, Engagement, and Retention (Continued)	Full-time Employees	1084	985	906	777	±
	United States	931	846	775	654	±
	International	153	139	131	123	±
	Female	470	405	360	294	±
	Male	614	580	545	483	±
	Undisclosed	0	0	1	±	±
	Part-time Employees	11	10	7	5	±
	United States	6	4	4	4	±
	International	5	6	3	1	±
	Female	4	6	4	1	±
	Male	7	4	3	4	±
	Total New Hires	209	163	200	144	179
	United States	87%	88%	92%	88%	87%
	International	13%	12%	8%	12%	13%
	Female	53%	53%	45%	46%	43%
	Male	47%	47%	55%	54%	57%
	From underrepresented communities (in the U.S.) ¹	42%	49%	47%	52%	50%
	Under 30	16%	23%	35%	23%	21%
	30-50	61%	57%	50%	60%	59%
	50+	23%	20%	15%	17%	19%
	Total Promotions²	135	107	161	127	90
	United States	95%	96%	94%	98%	99%
	International	5%	4%	6%	2%	1%
	Female	47%	46%	51%	37%	38%
	Male	53%	54%	49%	63%	62%
	From underrepresented communities (in the U.S.) ³	48%	55%	57%	38%	51%

APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
SOCIAL (Continued)						
Talent Attraction, Development, Engagement, and Retention (Continued)	Turnover⁴					
	Voluntary turnover rate (%)	7.7%	6.9%	5.3%	11%	12.9%
	Involuntary turnover rate (%)	2.3%	2.4%	2.2%	0.7%	0.7%
	Turnover by Age					
	Under 30	9.5%	13.3%	8.9%	17.3%	16.5%
	30-50	8.5%	9%	7%	11.4%	14.0%
	50+	12.6%	8.3%	8%	10.2%	12.3%
	Turnover by Gender					
	Male	10.1%	7.5%	8.7%	10.0%	10.6%
	Female	9.8%	11.9%	5.7%	14.4%	18.8%
	Parental Leave Statistics					
	Eligible	32	23	17	14	31
	Used	32	23	17	14	31
	Returned during the year (%)	73%	87%	100%	100%	81%
	Continues to be employee at year end (%)	94%	87%	94%	93%	84%
	Male	42%	52%	47%	64%	42%
Female	58%	48%	53%	36%	58%	
Percentage of employees who completed the annual employee survey (%)	73%	81%	83%	83%	82%	
Diversity and Inclusion	Equal opportunity policy which can be found here (Y/N)	Yes	Yes	Yes	Yes	Yes
	Board makeup by gender (%)					
	Female	38%	38%	38%	38%	38%
	Male	62%	62%	62%	62%	62%
	Board makeup by age (%)					
	Under 30	0%	0%	0%	0%	0%
	30-50	12%	12%	12%	12%	12%
50+	88%	88%	88%	88%	88%	

APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
SOCIAL (Continued)						
Diversity and Inclusion (Continued)	Senior executive management by gender⁵(%)					
	Female	38%	38%	33%	36%	36%
	Male	62%	62%	67%	64%	64%
	Workforce by gender (%)					
	Female	43%	41%	40%	38%	37%
	Male	57%	59%	60%	62%	63%
	Women in the workforce					
	Number of women employees in the workforce	473	408	363	295	271
	Number of women in senior executive management	5	5	4	±	±
	Number of female VPs ⁶	9	7	6	±	±
	Number of women employees in new hires	108	86	89	66	77
	Average years employed by the company for female employees	4.1	4.0	3.7	3.6	3.2
	U.S. workforce by race/ethnicity⁷(%)					
	White/Non-Hispanic	54%	55%	55%	57%	58%
	Asian	23%	23%	22%	23%	23%
	Hispanic/Latino	12%	13%	12%	11%	12%
	Black/African American	2%	2%	2%	2%	1%
	Native Hawaiian or other Pacific Islander	0%	1%	0%	1%	1%
	Two or more races	8%	7%	7%	6%	5%
	Total number of U.S. ethnic minority employees	428	386	340	283	255
Workforce by age (%)						
Under 30	12%	13%	14%	11%	11%	
30-50	54%	54%	54%	57%	57%	
50+	34%	33%	32%	32%	32%	

APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
SOCIAL (Continued)						
Diversity and Inclusion (Continued)	Workforce by age(%)					
	Under 30	12%	13%	14%	11%	11%
	30-50	54%	54%	54%	57%	57%
	50+	34%	33%	32%	32%	32%
Workplace Health and Safety	Number of employee fatalities	0	0	0	0	0
	Number of contractor fatalities	0	0	0	0	0
	Number of high-consequence work-related injuries	0	0	0	0	0
	Lost time incident rate (total incidents per 200,000 hours worked/ per 100 full time equivalent employees)	0.11	0	0	0	0
	Recordable incident rate (total incidents per 200,000 hours worked/per 100 FTE)	0.57	0.12	0.28	0.16	0.17
	Number of fatalities as a result of work-related ill health	0	0	0	0	0
	Number of cases of recordable work-related ill health	0	0	0	0	0
ENVIRONMENTAL						
Electricity⁸	Aliso Viejo electricity consumption (kwh)	3,015,907	2,626,361	2,559,748	2,478,140	N/A
	Burlington electricity consumption (kwh)	804,676	669,099	670,983	473,909	134,175
	San Clemente electricity consumption (kwh)	7,519,180	7,714,428 ⁹	5,635,017	2,729,853	1,601,393
	Total electrical consumption (kwh)	11,339,763	11,009,888	8,865,748	5,681,902 ¹⁰	1,735,568
	Electricity intensity (kWh/\$100,000)	2235	2,871	2,187	2,008	590
	Renewable sources of energy ¹¹ (%)	57%	57%	58%	59%	45%
	Emissions¹²	Scope 1 GHG emissions ¹³ (MT CO ₂ e)	533.1	523.3	575.4	569.4
Scope 2 GHG emissions ¹⁴ (MT CO ₂ e)		2,284.8	2,535.3	2,159.4	1,360.2	±
GHG Emissions Intensity (MT CO ₂ e/\$100,000 of sales)		0.55	0.80	0.86	0.68	±
Water	Aliso Viejo water consumption ¹⁵ (gal)	±	±	±	±	±
	Burlington water consumption ¹⁵ (gal)	±	±	±	±	±
	San Clemente water consumption (gal)	2,137,036	1,676,268 ¹⁶	1,075,624	1,318,724	1,455,608
	Safe disposal of wastewater (y/n)	Yes	Yes	Yes	Yes	Yes
	Water consumption intensity (Gal/\$100,000)	421	437	341	466	628

APPENDIX: METRICS AT-A-GLANCE

TOPIC	METRIC	2025	2024	2023	2022	2021
ENVIRONMENTAL (Continued)						
Waste	Aliso Viejo Hazardous Waste generated (pounds)	12,014	11,914	4,654	4,354	N/A
	Burlington Hazardous Waste generated (pounds)	1,299	1,115	1,900	242	26
	San Clemente Hazardous Waste generated (pounds)	15,190	16,086	8,934	6,700	11,251
	Total hazardous waste generated (pounds)	28,503	29,115	15,488	11,296	11,277
Gas	Safe disposal of electronic waste (y/n)	Yes	Yes	Yes	Yes	Yes
	Aliso Viejo gas usage (therms)	80,836	79,537	88,372	88,293	21,454
	Burlington gas usage (therms)	13,251	10,686	10,088	9,541	4,030
	San Clemente gas usage (therms)	3,066	3,009	4,260	4,481	4,203
	Total usage (therms)	97,153	93,232	102,720	102,315	9,325
	Gas intensity (therms/\$100,000)	19.14	24.31	32.64	36.16	3.16

¹ Underrepresented communities are defined as including persons who self-identify as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, and Alaska Native.

² We have restated our 2022 and 2021 Total Promotion number to more accurately reflect the tracking of the promotion status; the 2023-2024 numbers use the same consistent methodology.

³ Underrepresented communities are defined as including persons who self-identify as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, and Alaska Native.

⁴ Turnover includes layoffs from Avedro.⁵ Senior executive management includes members of senior management that participate in senior leadership weekly meetings. Most, but not all, of these individuals report to Tom Burns, CEO and Chairman of the Board.

⁶ Female VPs do not include senior executive leaders. 2023 restated for consistency.

⁷ Data for these categories reflect U.S.-only workforce information, self-reported by our employees.

⁸ In our 2023 Sustainability Report, the title of this section was updated from 'Energy' to 'Electricity.' Please note that no numerical data was changed; only the title was revised for clarity.

⁹ The increase in electricity consumption in 2024 was due to the completion of a new 31,150-square-foot manufacturing area at the San Clemente campus, which became operational in Q3 2023. This expansion, along with higher occupancy, equipment scaling, and the use of a refrigerated container requiring continuous power, contributed to the 37% rise in energy usage.

¹⁰ Our gas intensity increased significantly in 2022 due to the addition of our Aliso Viejo site as well as the return of remote employees back to the office on a hybrid schedule.

¹¹ We are unable to track the exact percentage of our energy that derives from renewable sources. However, in 2022-4, we have calculated an average percentage of the energy derived from renewable sources across all three locations based upon public reports from our energy provider for San Clemente, San Diego Gas & Electric, Eversource, our electrical provider for Burlington, and our Aliso Viejo energy provider, Edison Electrical. For 2021, the percentage of energy derived from renewal sources is based upon public information available from our energy provider for San Clemente, San Diego Gas & Electric.

¹² Emissions include Aliso Viejo, San Clemente, and Burlington facilities. Invoices were not available for our Germany, UK, and Japan sites. Natural gas and electricity usage estimates were made based on climate zone, square footage, and usage factors from the U.S. Energy Information Administration's Commercial Buildings Energy Consumption Survey (CBES).¹³

¹³ Scope 1 emissions were calculated based on Glaukos' natural gas usage, mobile vehicle emissions, and refrigerant usage. a. Utility usage data was obtained from Glaukos' invoices. b. Fleet information, annual fuel consumption, and miles traveled were used to calculate mobile combustion emissions. c. Refrigerant information and recharge quantities were provided for applicable facilities. d. When invoices were not available, natural gas usage estimates are based on facility/office location, square footage, and usage factors from Commercial Buildings Consumption Survey (CBES). e. Combustion GHG emission factors were based on the USEPA's 40 Code of Federal Regulations (CFR) Part 98, and US EPA (2021) Inventory of U.S. Greenhouse Gas Emissions and Sinks. Emission factors for the Scope 1 calculations are sourced based on the location of the facilities.

¹⁴ Scope 2 emissions were calculated based on Glaukos' electricity and steam usage. a. Usage data was obtained from Glaukos' invoices. b. When invoices were not available, electricity usage estimates were typically based on building/office location, square footage, and usage factors from CBES. c. Electricity GHG emission factors were based on location-based emission factors using the USEPA's Emissions & Generation Resource Integrated Database (eGRID), UK Department for Environment, Food and Rural Affairs (DEFRA) 2022 Emission Factors for GHG Inventories and the International Energy Agency's emission factors for 2021. Per IEA's licensing requirements the emissions factors have been removed from this document.

¹⁵ Water cost is included in lease costs at this site. Consumption is therefore not visible to Glaukos and is not tracked.

¹⁶ Water consumption increased by 56% due to the phased occupancy and operational ramp-up of the new facility in San Clemente, with manufacturing activities starting in Q4 2023.

APPENDIX: GRI AND SASB CONTENT INDEX

Summarized below are the GRI and SASB disclosures included in the Glaukos 2025 Sustainability Report. The report is informed by GRI and SASB standards but is not currently intended to align with them. The SASB Sustainability Accounting Standards that are referenced herein are drawn from the Biotechnology & Pharmaceuticals (HC-BP) and Medical Equipment & Supplies (HC-MS) industry standards.

Framework	Disclosure	Location/Response
General Disclosures 2025		
<i>The Organization and its Reporting Practices</i>		
GRI	2-1 Organizational details	Glaukos
	2-2 Entities included in the organization's sustainability reporting	Our Report
	2-3 Reporting period, frequency and contact point	Our Report
	2-4 Restatements of information	Any restatements of information have been footnoted within the report
	2-5 External assurance	Glaukos Internal Audit conducted a review of this report primarily focused on reviewing documentation in support of 2024 metrics, goal attainment, and other numerical measures reported. Certain non-numerical disclosures, e.g., customer stories or policy statements, are also included within the scope of Internal Audit's review. Forward looking statements or assumptions are not validated by Internal Audit.
<i>Activities and Workers</i>		
GRI	2-6 Activities, value chain and other business relationships	Glaukos, Patient Focus and Novel Platforms; Responsible Procurement Practices; 2025 Form 10-K p. 4-18; No significant changes to Glaukos' operations and its supply chain in 2025.
	2-7 Employees	Metrics at-a-Glance
<i>Governance</i>		
GRI	2-9 Governance Structure and composition	Sustainability Governance and Sustainability Program Design; 2026 Proxy Statement p. 27-29, 33
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement p. 31-32
	2-11 Chair of the highest governance body	2026 Proxy Statement p. 25, 27
	2-12 Role of the highest governance body in overseeing the management of impacts	CEO Message
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance; Sustainability Program
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Program
	2-15 Conflicts of interest	Ethics and Compliance; Code of Conduct , p. 15
	2-18 Evaluation of the performance of the highest governance body	Compensation, Nominating and Governance Committee Charter ; Audit Committee Charter
	2-19 Remuneration policies	2026 Proxy Statement p. 20-21, 37-54, 68-70

APPENDIX: GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
General Disclosures 2025 (continued)		
<i>Governance (continued)</i>		
GRI	2-20 Process to determine remuneration	2026 Proxy Statement p. 37-54, 62-65; Compensation, Nominating and Governance Committee Charter
	2-21 Annual total compensation ratio	2026 Proxy Statement p. 67
<i>Strategy, Policies, and Practices</i>		
GRI	2-22 Statement on sustainable development strategy	CEO Message
	2-23 Policy commitments	Ethics and Compliance
	2-25 Processes to remediate negative impacts	Responsible Procurement Practices; Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance
<i>Stakeholder Engagement</i>		
GRI	2-29 Approach to stakeholder engagement	Our stakeholders include customers, employee and non-employee workers, suppliers, shareholders and other providers of capital, local communities and civil society Sustainability Program
	2-30 Collective bargaining agreements	2-30 Collective bargaining agreements
<i>Material Topics</i>		
GRI	3-1 Process to determine material topics	Sustainability Program
	3-2 List of material topics	Sustainability Program
Topic Disclosures		
<i>Ethics and Compliance</i>		
GRI	3-3 Management of Ethics and Compliance	Ethics and Compliance
SASB	HC-MS-270a.2	Ethics and Compliance, Marketing Practices
	HC-BP-270a.2	Ethics and Compliance, Marketing Practices
	HC-BP-510a.2	Ethics and Compliance
	HC-MS-510a.2	Ethics and Compliance
	HC-BP-260a.2	Ethics and Compliance

APPENDIX: GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
Topic Disclosures (continued)		
<i>Responsible Procurement Practices</i>		
GRI	3-3 Management of Responsible Procurement Practices	Responsible Procurement Practices
	308-1 New suppliers that were screened using environmental criteria	Responsible Procurement Practices
	414-1 New suppliers that were screened using social criteria	Responsible Procurement Practices
SASB	HC-BP-430a.1	Responsible Procurement Practices
	HC-MS-430a.1	Responsible Procurement Practices
	HC-MS-430a.2	Responsible Procurement Practices
	HC-MS-430a.3	Responsible Procurement Practices
<i>Cybersecurity and Data Privacy</i>		
GRI	3-3 Management of Cybersecurity and Data Privacy	Cybersecurity and Data Privacy; 2025 Form 10-K p. 36-38
<i>Product Quality and Patient Safety</i>		
GRI	3-3 Management of Product Quality and Patient Safety	Product Quality and Patient Safety
	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Patient Safety: Metrics-at-a-Glance
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Patient Safety, Post-Approval Quality Management
SASB	HC-BP-250a.1	Metrics-at-a-Glance
	HC-BP-250a.2	Metrics-at-a-Glance
	HC-BP-250a.3	Metrics-at-a-Glance
	HC-BP-250a.4	Metrics-at-a-Glance
	HC-BP-250a.5	Metrics-at-a-Glance
	HC-MS-250a.1	Metrics-at-a-Glance
	HC-MS-250a.2	Metrics-at-a-Glance
	HC-MS-250a.3	Metrics-at-a-Glance
HC-MS-250a.4	Metrics-at-a-Glance	

APPENDIX: GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
<i>Topic Disclosures (continued)</i>		
<i>Product Quality and Patient Safety (continued)</i>		
SASB	HC-MS-410a.2	Metrics-at-a-Glance
<i>Product Innovation</i>		
GRI	3-3 Management of Product Innovation	Product Innovation
SASB	HC-BP-000.B	Product Innovation; Glaukos currently has disclosed more than 13 products in its R&D pipeline, including 9 pharmaceutical programs. The exact number of drugs in R&D is confidential.
<i>Access, Affordability, and Pricing</i>		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
<i>Talent Attraction, Development, Engagement and Retention</i>		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
	401-3 Parental leave	Metrics at-a-Glance
	403-6 Promotion of worker health	Talent, Attraction, Development, and Retention, Employee Compensation, Wellness, and Benefits
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent, Attraction, Development, and Retention, Employee Compensation, Wellness, and Benefits
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent, Attraction, Development, and Retention, Employee Compensation, Wellness, and Benefits
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
<i>Diversity and Inclusion</i>		
GRI	3-3 Management of Diversity and Inclusion	Diversity and Inclusion
SASB	405-1 Diversity of governance bodies and employees	Metrics-at-a-Glance
<i>Workplace Health and Safety</i>		
GRI	3-3 Management of Workforce Health and Safety	Workplace Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety
	403-3 Occupational health services	Workplace Health and Safety
	403-5 Worker training on occupational health and safety	Workplace Health and Safety

APPENDIX: GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
Topic Disclosures (continued)		
<i>Workplace Health and Safety (continued)</i>		
GRI	403-6 Promotion of worker health	Workplace Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace Health and Safety
	403-9 Work-related injuries	Workplace Health and Safety; Metrics-at-a-Glance
<i>Environmental</i>		
GRI	3-3 Management of Environmental	Environmental
	303-5 Water consumption	Environmental, Water
	306-3 Waste generated	Environmental, Waste
	306-4 Waste diverted from disposal	Environmental, Waste
	306-4 Waste diverted from disposal	Environmental, Waste
SASB	HC-MS-410a.1	Environmental

APPENDIX: DISCLAIMER

All statements other than statements of historical facts included in this report that address activities, events, or developments that we expect, believe, or anticipate will or may occur in the future are forward-looking statements. Although we believe that we have a reasonable basis for forward-looking statements contained herein, we caution you that they are based on current business aspirations and expectations about future events affecting us and are subject to risks, uncertainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control, that may cause our actual results to differ materially from those expressed or implied by forward-looking statements in this report.

These risks, uncertainties, and factors related to Glaukos, and our business are described in detail under the caption “Risk Factors” and elsewhere in our Annual Report on [Form 10-K](#) for the year ended December 31, 2025, which was filed with the Securities and Exchange Commission on February 23, 2026. Our filings with the Securities and Exchange Commission are available in the Investor Section of our website at www.glaukos.com or at www.sec.gov. In addition, information about the risks and benefits of our products is available on our website at www.glaukos.com. Readers are cautioned not to place undue reliance on any estimate, aspirational targets or forward-looking statement contained herein, which speak only as of the date made.

We do not undertake any obligation to update, amend or clarify the statements set forth herein, whether as a result of new information, future events or otherwise, except as may be required under applicable securities law. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this disclosure, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.

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