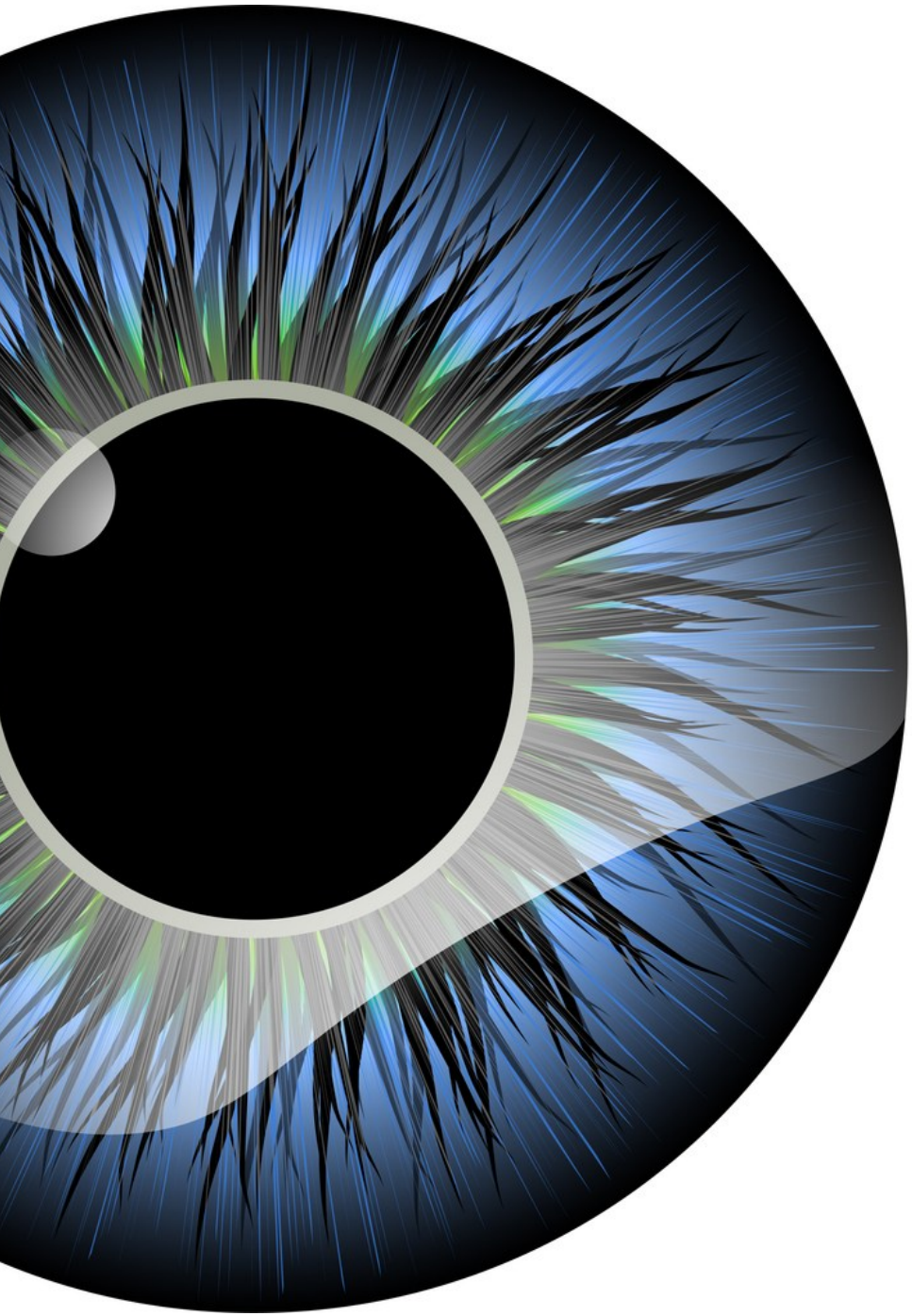
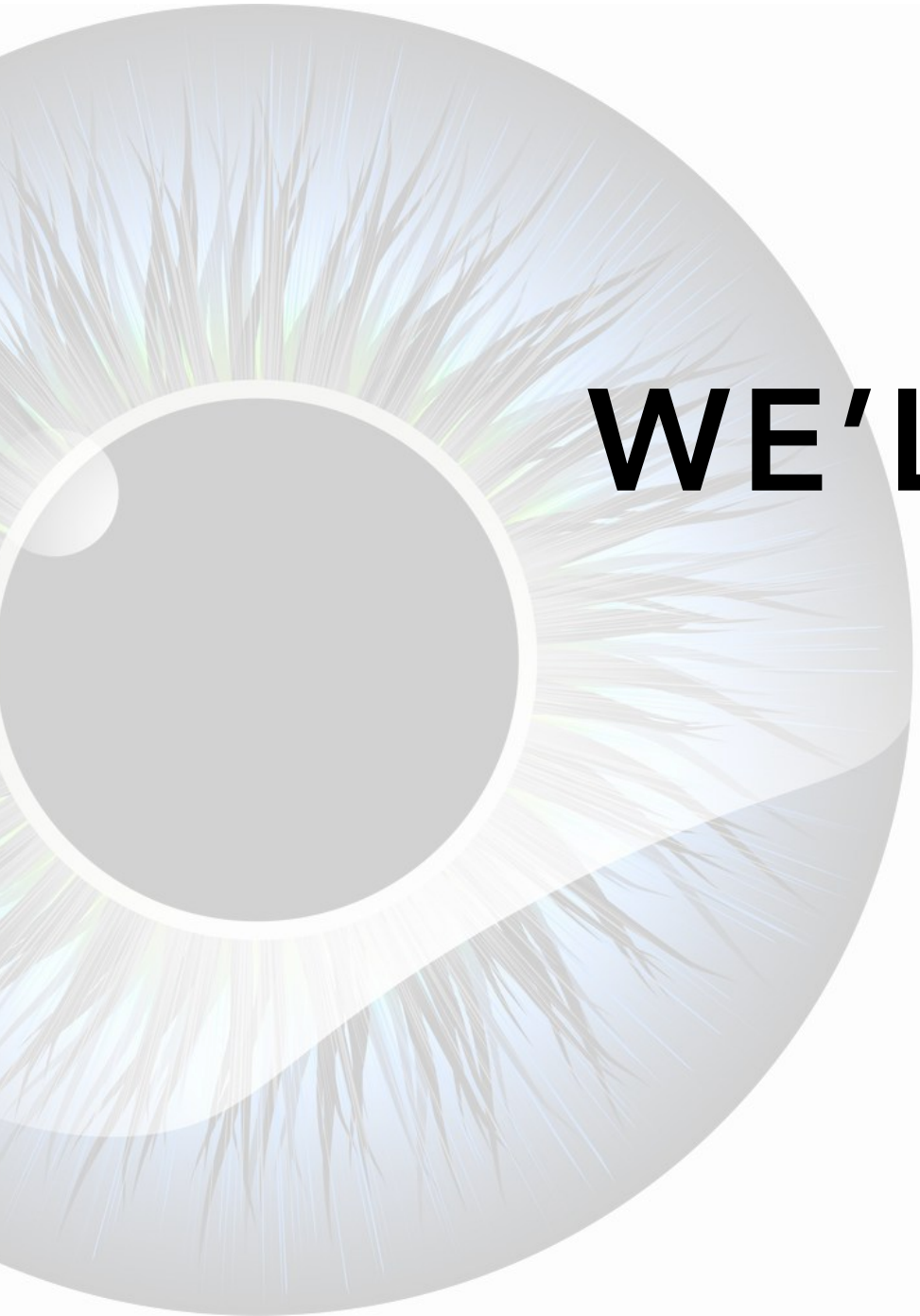


GLAUKOS

TRANSFORMING VISION

2024
Sustainability Report



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.

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OUR REPORT

We are proud to present Glaukos' sixth annual Sustainability Report covering the 2024 calendar year, January 1, 2024, through December 31, 2024. 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.

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. 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

CEO MESSAGE

We are proud to issue our sixth annual Sustainability Report, highlighting our progress to advance key corporate sustainability initiatives. These efforts not only strengthen our organization but also contribute to the betterment of the communities we serve, while driving long-term shareholder value.

Our commitment to growing and enhancing corporate sustainability initiatives that align with our mission and support our key strategic plans remains a top priority. We are focused on better serving all of our stakeholders, including our employees, customers, patients, investors, and communities around the globe.

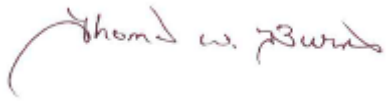
At Glaukos, we are in the business of pioneering entirely new marketplaces within ophthalmology. Our mission is to transform vision care by developing novel, dropless platforms that can meaningfully advance the standard of care and improve outcomes for patients suffering from sight-threatening chronic eye diseases. Innovation is at the heart of everything we do. Our mantra, "We'll Go First," embodies our commitment and determination to take chances, push the limits of science, and disrupt the legacy treatment paradigms in glaucoma, rare diseases, and retinal conditions through our pursuit of groundbreaking technologies.

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 acknowledge the support and guidance our Board of Directors provides as we continue to grow and enhance our corporate sustainability efforts. I also want to recognize our more than 1,000 employees around the globe, for whom "We'll Go First" is not just a company tagline, but a defining principle that shapes who we are as an organization and how we lead every day for the benefit of patients worldwide.

Thank you for your interest and support of Glaukos.

Sincerely,



Thomas W. Burns
Chairman and Chief Executive Officer

GRI 2-22

2024 SUSTAINABILTY PROGRAM HIGHLIGHTS AND ACHIEVEMENTS

iDose TR

REVOLUTIONARY GLAUCOMA THERAPY LAUNCHED IN THE U.S.

epioxa™

NDA FOR NEXT-GENERATION, KERATOCONUS THERAPY SUBMITTED TO THE FDA

71%

PARTICIPATION IN ESPP

GPS Glaukos Patient Services

~8K

KERATOCONUS PATIENTS SERVED TO DATE

GLAUKOS EMPLOYEES

PARTICIPATED IN **45** COMMUNITY SERVICE EVENTS

LOGGED OVER **730** VOLUNTEER HOURS

ADOPTED OVER **200** FAMILIES DURING THE HOLIDAYS

$17M

IN OPHTHALMIC PRODUCT DONATIONS TO DATE TO HELP PATIENTS IN UNDERSERVED REGIONS OF THE WORLD

~130

EMPLOYEES PARTICIPATED IN TUITION REIMBURSEMENT OR STUDENT LOAN REPAYMENT PROGRAMS

IDENTIFIED AND SECURED A NEW MANUFACTURING SITE IN HUNTSVILLE, ALABAMA

ZERO

PRODUCT RECALLS

EXTENDED INTERNSHIPS TO 37 COLLEGE STUDENTS, UP

48%

VS 2023

TWO-SITE DISTRIBUTION MODEL, IMPLEMENTED IN 2023, RESULTED IN 2024 ELIMINATION OF

19.7M

AIR MILES

4K

TONS OF CO_2 EMMISSIONS

GLAUKOS

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.

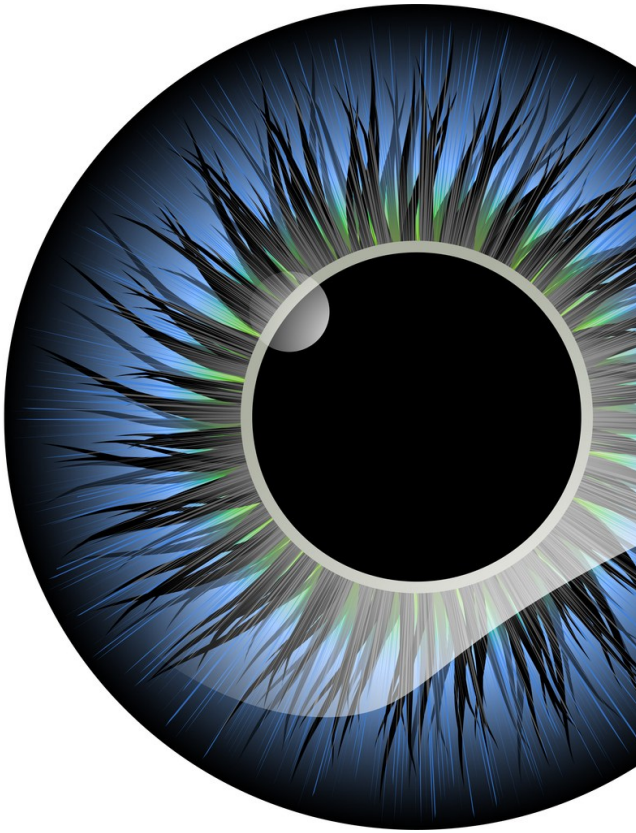
Glaukos first developed Micro-Invasive Glaucoma Surgery (MIGS) as an alternative to the traditional glaucoma treatment paradigm, launching its first MIGS device commercially in 2012, and continues to develop a portfolio of technologically distinct and leverageable platforms to support ongoing pharmaceutical and medical device innovations.

Our company completed an initial public offering in June 2015, and our shares are traded on the New York Stock Exchange (NYSE) under the ticker symbol "GKOS". Our global headquarters is located in Aliso Viejo, California, and we have additional locations in the United States, Canada, United Kingdom, Germany, Japan, Australia, and Brazil.

17 *Countries with direct sales operations*

~1,000 *Employees worldwide*

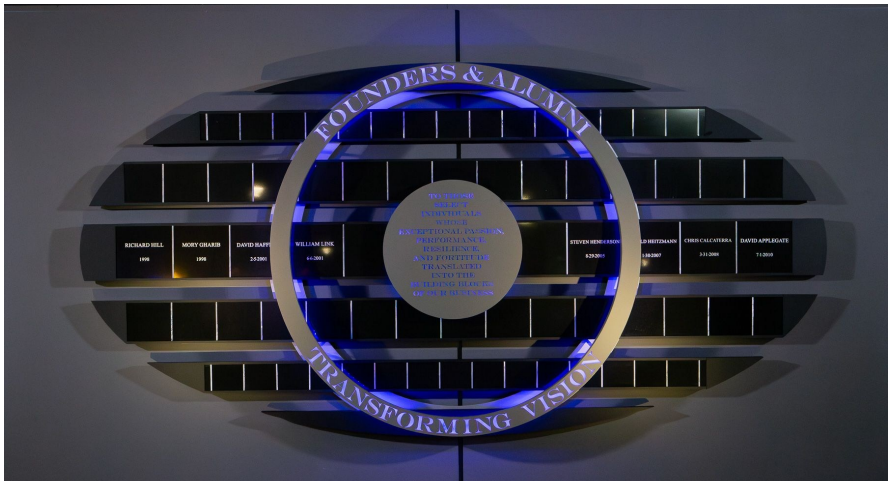
$383M *2024 net sales worldwide*



At 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.

FOUNDERS AND ALUMNI

In 2024, Glaukos installed a sculpture at the Aliso Viejo campus to pay tribute to founders and other alumni whose tremendous contributions were fundamental to the company's early development. The striking sculpture bears a large center medallion that reads: *TO THOSE SELECT INDIVIDUALS WHOSE EXCEPTIONAL PASSION, PERFORMANCE, RESILIENCE, AND FORTITUDE TRANSLATED INTO THE BUILDING BLOCKS OF OUR BUSINESS.*



Eight individuals – including inventors, scientists, commercial leaders and investors – were honored as part of a recent ceremony. Glaukos CEO Tom Burns presented plaques to each honoree and spoke warmly about their significant achievements, visionary spirit, and unyielding commitment that continues to inspire and motivate others throughout the organization. He then unveiled the sculpture, which features an inscription of each honoree's name on blocks that surround the medallion. Hundreds of employees and attendees applauded the recognition, and enjoyed the party and drone show that followed.

To recognize the extraordinary and lasting contributions to the company's growth and success, Glaukos plans to honor more dedicated individuals in coming years by adding their names to the sculpture.

Tom Burns, third from left, enjoys a champagne toast with seven of the initial eight honorees. From left, Chris Calcaterra, William Link, Tom Burns, Mory Gharib, David Haffner, Harold Heitzmann, Steve Henderson and David Applegate

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 patients in the U.S. with OHT or primary OAG, of which more than 6 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.

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.

Corneal Disorders

The cornea, the eye's outermost layer, is a clear, dome-shaped surface that functions best as a lens when it is strong and shaped properly. The cornea is responsible for the majority of the eye's total focusing power, and corneal disorders, including ectasia, refractive vision errors, and dry eye, among others, can cause vision impairment.

Corneal ecstatic disorders are a class of diseases characterized by an ecstatic, or misshaped, cornea. This is typically caused by a weakening of the cornea due to genetic causes, adverse side effects from ophthalmic refractive procedures such as LASIK, excessive eye rubbing, or other factors.

PATIENT NON-COMPLIANCE WITH TOPICAL GLAUCOMA MEDICATIONS

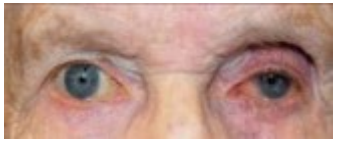
Topical medications are the dominant glaucoma treatment today, but...

>90% of patients are non-compliant with drops[1]

&

~50% of patients purposely discontinue their drops within 6 months[1]

[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*

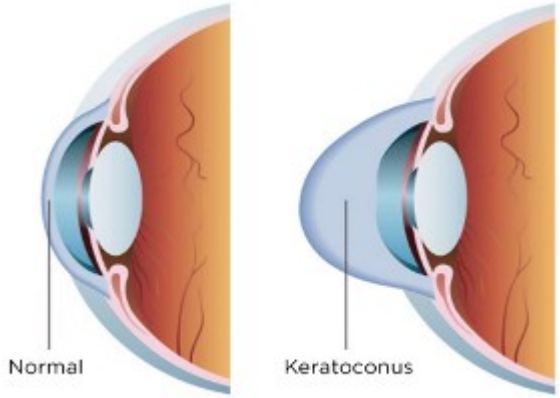


Complex dosing regimens, instillation difficulties, and chronic side effects such as hyperemia, periorbital fat atrophy, ocular surface disease and hyperchromia are common problems that contribute to poor patient compliance and quality of life. Glaukos' products and R&D programs are designed to address these problems.

PATIENT FOCUS

KERATOCONUS

Keratoconus is a type of corneal ectasia characterized by corneal thinning and bulging



Keratoconus is a serious, sight-threatening disease and the leading cause of full-thickness corneal transplants in the U.S. Without effective treatment, one in five progressive keratoconus patients may require a corneal transplant, according to research.

> ***Sadly, as disease onset is often in teenage years, keratoconus patients may require multiple corneal transplants over their lifetime.***

Keratoconus remains vastly undertreated due primarily to underdiagnosis and the historical lack of an effective solution.

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 disease 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.

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 14 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. More information is available in the Product Innovation section of this report and in our Quarterly Summary.

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 300+ peer-reviewed publications, 20+ years of clinical and commercial experience, and more than one million iStent devices implanted worldwide since our inception.

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.

FIVE DISTINCT PLATFORMS

Through our platforms, we are working to disrupt conventional topical eye drop therapies with dropless alternatives that will offer important benefits to patients and physicians. Our five key technology platforms are designed to generate a cascade of therapies over the next decade to address significant unmet clinical needs.

GLAUCOMA PATIENT'S PERSPECTIVE

"For me, the benefit of having iDose TR is that once they are "in", they are doing their job. And if you like to travel, you don't have to worry about it. iDose TR is in your eyes and working, that's the best part about it.

"You don't have to worry about forgetting the drops or running out. My pressure is where it's supposed to be and I'm worry-free now."

– Linda Nelson, iDose TR Patient

NOVEL PLATFORMS

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.

> ***The iDose TR was designed to usher in a new era of interventional glaucoma by enabling a proactive approach with a safe, effective, and durable therapy for patients in need.***

With the commercial launch of iDose TR, we are pioneering a brand 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.

iLink® Platform

Our iLink bio-activated 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 designed to strengthen, stabilize, and reshape the cornea. It is the first and only FDA-approved corneal cross-linking (CXL) procedure that slows or halts the progression of keratoconus and helps preserve vision.

DOCTOR'S PERSPECTIVE

"When I was first introduced to iDose TR, I was quite excited. As an interventional glaucoma specialist, we're always thinking beyond solutions of eye drops and larger glaucoma surgeries to best provide quality of life for our patients.

"For a long time, we've run into issues with our patients when it comes to eye drops, it's not as simple as taking them every day. There are problems with side effects, remembering to take them, putting them in correctly and cost. So, we're looking for solutions to help us bypass those barriers and address the patient's needs. We have that with iDose TR."

– Savak Teymoorian, MD, MBA Harvard Eye Associates, CA

KERATOCONUS PATIENT'S PERSPECTIVE

"When Sinclair was first diagnosed with keratoconus, one of my biggest fears when I was researching was realizing there were basically two options at first – wearing a hard lens, which I knew just wasn't going to be possible for her, and having a cornea transplant. We were very grateful to find out there was a far more straight-forward treatment available with the iLink procedure. Sight is everything, without sight life would be so much more challenging. And now that we have iLink, if you get the keratoconus diagnosis, there is something that you can do about it. It's a gift!"

–Kimberly Darr, Mother/Caregiver for Sinclair Darr, iLink patient

NOVEL PLATFORMS

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 under-treatment is due primarily to under-diagnosis and the historical lack of an effective solution.

In order to maximize the availability of this important therapy for patients, we have made substantial investments and executed upon a number of strategies designed to expand our commercial organization, lower the barriers for adoption by practices, increase awareness of keratoconus across the optometric and ophthalmic community, streamline the referral patterns, and train corneal health professionals on our iLink procedure.

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 sequalae, 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.

CHAMPIONING INNOVATION-DRIVEN CHANGE IN OPHTHALMOLOGY

The theme of Glaukos' recent National Sales Meeting was "Champions of Change", which was chosen to underscore the commercial organization's critical leadership role in improving patient care by increasing awareness of the company's ground-breaking ophthalmic innovations.

Through a series of interactive workshops, training sessions, presentations, and other activities, the commercial organization left the four-day meeting energized and ready to champion treatment paradigm changes across ophthalmology, optometry, and patient eye care.

SUSTAINABILITY

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 eight years, including 2024, we have engaged with more than 60% of our outstanding common stockholders. Their feedback is critical to our environmental, social, governance, and executive compensation design and we take action each year in response to this outreach. More information about our outreach efforts, stockholder feedback, and responsive actions taken can be found in our Proxy Statement.

Additionally, every board member as well as certain members of senior management received sustainability updates through our corporate membership with the National Association of Corporate Directors.

Sustainability Governance

We are diligent in ensuring proper oversight of our sustainability program. Our Board of Directors oversees the adoption and implementation of our sustainability initiatives.

OVERSIGHT
Board of Directors
Compensation, Nominating, and Governance Committee

↓

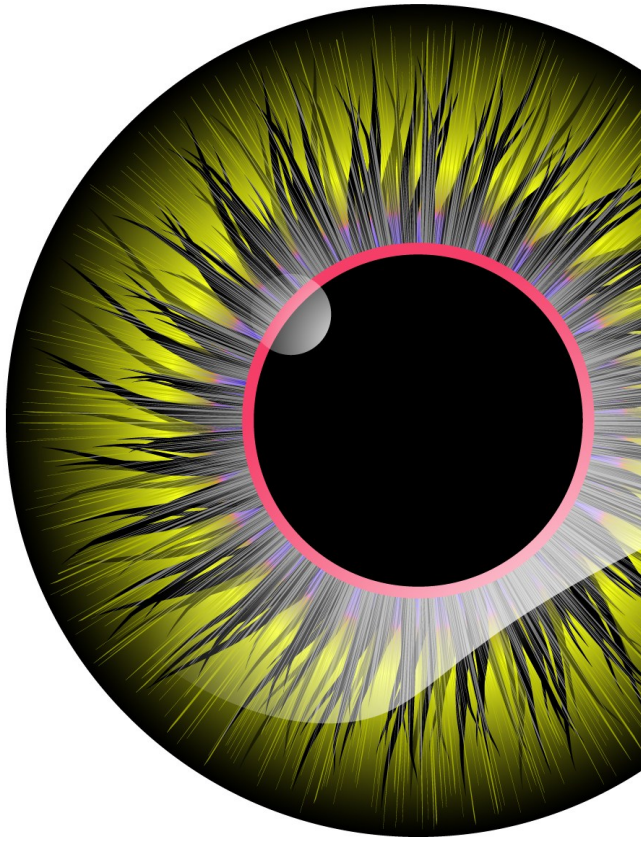
MANAGEMENT
SVP, Governance and SVP, Human Resources
(In collaboration with members of Glaukos' senior leadership team, including the CEO, CFO, COO, and GC)

↓

PROGRAM IMPLEMENTATION
Sustainability Council
Cross-functional team of subject matter experts, chaired by SVP, Governance

Legal	IT	Finance	Quality	EHS
Operations	Supply Chain	Advocacy	Investor Relations	Compliance
Patient Services		Human Resources	Medical Marketing	

Recommends sustainability strategies and goals to senior management; implements sustainability programs and policies at senior management's direction; and owns sustainability disclosure, sustainability risk assessment, goal-setting, and impact analysis



We continuously review our sustainability program and policies throughout the year. In 2024, 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, and maturing our disclosure.

GRI 2-0; GRI 2-13

PROGRAM DESIGN

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

The Board's Compensation, Nominating, and Governance Committee updated its Committee Charter on December 17, 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.

Sustainability Council

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.

TIER 1 SUSTAINABILITY TOPICS

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.

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 Senior 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.

PROGRAM DESIGN

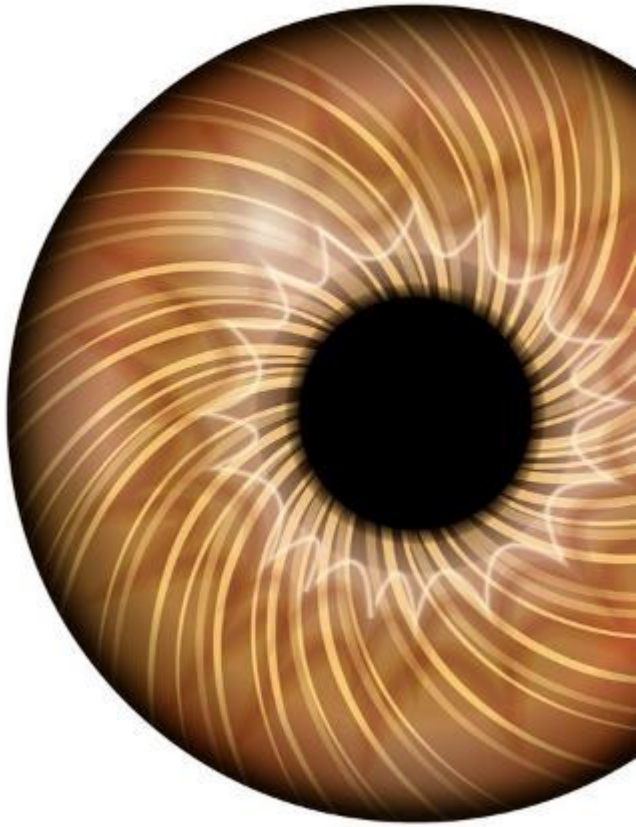
We continue our regular Sustainability Council meetings throughout the year to support and review progress toward our goals, as well as to review peer benchmarking and rating and ranking analysis. Our goals include annual and time-bound goals. The goals for each Tier 1 topic are set forth here. We report annually on our progress toward these goals. The goals 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.

SUSTAINABILITY COUNCIL

Glaukos CEO Tom Burns (far left) and Sustainability Council members gather in May 2024 to celebrate achievement of key sustainability goals.

GOVERNANCE

	GOALS SET IN 2024	YE 2024 STATUS	GOALS SET IN 2025
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 by 100% of employees regarding compliance with Code of Business Conduct and Ethics	●	Annual certification of Code of Conduct by 100% of employees
	Review and refresh Code of Business Conduct and Ethics in 2024	◕	Finalize new and improved company Code of Conduct
			Conduct standalone Code of Conduct training for all (active) employees
RESPONSIBLE PROCUREMENT PRACTICES	Update R&D design development documents to require evaluation of sustainability in product design and packaging	●	By 2027, change medical devices from paper instructions for use (IFUs) to electronic (where permitted by regulation)
	By 2027, change all medical devices from paper IFUs to electronic (where permitted by regulation)	◑	
	Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024	●	**Validate biodegradable packaging for Corneal Health Epioxa product by 2026**
CYBERSECURITY AND DATA PRIVACY	By 2025, formally track alignment of the information security program to relevant components of the NIST security framework based upon risk to Glaukos and industry best practices	●	**Enhance Vulnerability Reporting Program to identify, document, and escalate vulnerabilities in infrastructure**



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.

● Completed
◕ Partially Completed
◑ On Track
○ Not Completed
New 2025 Goals Bolded

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

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 non-compliance.

Management Approach

Acting in an ethical and compliant manner, both with respect to internal policies and external laws and regulations, is an integral part of 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. 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.

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 include, among others:

- Code of Business Conduct and Ethics.
- Code of Ethics on Interactions with U.S. Health Care Professionals which requires adherence to the AdvaMed Code of Ethics.
- 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.

These policies and procedures are reviewed on a regular basis to ensure they remain effective, relevant, and aligned with evolving legal, regulatory, and business requirements.

Updates are made as necessary to address emerging risks lessons learned from internal audits, compliance investigations, and regulatory developments.

EMPLOYEE PERSPECTIVES

"Glaukos' management team has a deep commitment to its employees and to humanity, which is a powerful and meaningful combination.

"Glaukos has a vibrant management team and a collaborative and transparent senior leadership team, both of whom incorporate innovative solutions in every step of decision making."

–Participants in Glaukos' 2024 Great Places to Work employee survey

ETHICS AND COMPLIANCE

In addition to these policies, management created and distributed values and attributes as guidance to employees, helping them 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.

Glaukos requires the following interactions with healthcare professional 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**

The Program also defines our efforts to annually monitor, audit, and evaluate compliance with our Code of Business Conduct and Ethics and supporting policies and procedures, including efforts to monitor the activities of our sales force, marketing teams, and all other personnel who interact with healthcare professionals.

In 2024, internal audits were conducted to evaluate key compliance areas, including third-party engagements, communication processes, and interactions with healthcare providers to ensure alignment with regulatory and company standards. 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. Please visit the Reporting Hotline section for more information.

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. At the end of 2023, we conducted a gap assessment to identify areas for enhancing and further developing our program.

Throughout 2024, we successfully enhanced our educational program controls, third-party risk management, and transparency reporting structure, completing the necessary work to strengthen and advance the integrity and compliance of our company.

As part of our annual Compliance Plan, in 2024, we implemented new policies, procedures, and guidelines, expanded our distributor due diligence, monitoring and auditing procedures, made technology enhancements to our physician engagement and distributor management web-based platform, upgraded our travel and expense monitoring capabilities, developed and revised several key contract templates, broadened our annual business needs assessments, and expanded our physician engagement processes, workflows, payments, and system controls.

CODE OF BUSINESS CONDUCT AND ETHICS

Critical topics covered in our Code of Business Conduct and Ethics 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**	

ETHICS AND COMPLIANCE

Policies

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

Our Anti-Bribery Policy defines corruption and prohibits the making of bribes or facilitation payments. In 2023, we conducted an enterprise risk assessment, which included an evaluation of bribery and corruption risks and the effectiveness of existing controls. Based on this assessment, we implemented a mitigation plan throughout 2024 to enhance controls and manage risks related to physician interactions and third-party management.

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

Code of Business Conduct and Ethics Principles	**Ethical Interactions with Healthcare Professional and Payors**
Promotional Communications	**Reporting Violations**
Transparency Reporting and Privacy	**Anti-Corruption**

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.

Third Parties

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. If red flags are detected, we take appropriate steps to mitigate any risk to the company. Our contracts with distributors now include a Distributor Code of Conduct and require 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, or capabilities. The consulting services and related payment

ETHICS AND COMPLIANCE

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.

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.

ETHICS SURVEY RESULTS

In 2024, we conducted a companywide Great Place to Work employee survey. 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. The survey was conducted by a third party. Responses were anonymous and approximately 81% of our employees participated.

Results demonstrated a strong influence of ethical practices within Glaukos 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. Scores can be compared across functions and business units and, where available, benchmarked against those of similar entities.

89%

Said management is honest and ethical in their business practices.

90%

Said executives fully embody the best characteristics of our company.

90%

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.

ETHICS AND COMPLIANCE

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 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 Business Conduct and Ethics 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.

Progress Toward our Goals

2024 GOALS
Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors and applicable new hires
Annual certification by 100% of employees regarding compliance with Code of Business Conduct and Ethics
Review and refresh Code of Business Conduct and Ethics in 2024

In 2024, we reached our goal of 100% completion of anti-bribery/anti-corruption training by applicable new hires and all 39 of our new or renewing third-party distributors. We strive to achieve this goal again in 2025, 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.

We also reached our goal of annual certification of our Code of Business Conduct and Ethics by 1,006 employees, which constitutes 100% of our active employees as of December 15, 2024, who did not subsequently separate from the company. The certification ensures that our personnel understand the expectations set forth in our Code of Business Conduct and Ethics 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 Business Conduct and Ethics by all employees in 2025.

This year, the company set a goal to review and update our Code of Business Conduct and Ethics to ensure it remains aligned with current values, standards, and best practices. The project is well underway, with significant progress made throughout the year. The comprehensive review and updates are on track to be finalized and implemented by early 2025. We plan to provide standalone training of the new Code of Business Conduct and Ethics for all employees in 2025.

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

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 can stimulate the global economy while acquiring the materials needed to create life-changing products for our customers.

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

Management Approach

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.

> ***We believe our responsible procurement practices help promote ethical economic growth in the communities and regions in which our suppliers are located.***

Approximately 82% of raw material spend for commercially approved products is with domestic suppliers. 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 do some manufacturing in-house at our Glaukos manufacturing facilities, which maintain International Organization for Standardization (ISO) 13485 and ISO 14001 certifications. We outsource other aspects of our manufacturing to third-party manufacturers, all of which must be highly capable.

To prepare for the regulatory process of securing FDA site approvals, we are constantly evaluating our internal manufacturing capacity against our development pipeline's long-range sales forecast and cadence of new products. The evaluation includes analyzing which manufacturing processes we would like to keep in-sourced as core competencies and which we are willing to outsource to third-party manufacturers.

Glaukos applies a risk-based approach to managing critical materials by strategically storing specific work-in-progress inventory with suppliers and on-site at Glaukos facilities. We also utilize a two-site model for device finished goods inventory by storing a portion of products onsite at Glaukos and the remainder with warehousers or distributors. We set quantity and quality targets and metrics around each location where our materials are housed to minimize risk.

PRODUCT SCORCING

The U.S., EU, and Japan, account for 95% of our spend on Glaucoma commercial products, with the remaining sourced from Central America.

For Corneal Health products, 100% of the drug products are sourced in the U.S., while 88% of the devices are sourced from the U.S. and 12% from international sources.

All these regions have high child labor and human rights standards, which limit our risk of human rights violations.

Because Glaukos utilizes 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.

We also manage critical materials by secondary sourcing as needed. To further improve supplier resilience, in 2024 we started validating a backup site to conduct sterilization for our products and completed related product sterilization requirement studies.

RESPONSIBLE PROCUREMENT PRACTICES

EYESUSTAIN PARTNERSHIP

In 2024, Glaukos was proud to become an industry partner of EyeSustain, a global coalition of eye societies, organizations, and ophthalmologists collaborating to make ophthalmic care and surgery more sustainable.

Glaukos is now listed on the EyeSustain website (including an active link to our Sustainability Report), and Glaukos participates in EyeSustain meetings at major ophthalmology congresses such as the American Academy of Ophthalmology (AAO) and the American Society of Cataract and Refractive Surgery (ASCRS).

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 (eIFU's).

As part of our quality procedures, we conduct a risk assessment on all Glaukos suppliers and distributors that considers 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 related to the potential for sub-suppliers. All Glaukos suppliers are assigned a risk level based on the risk assessment, with highest risk suppliers being our Risk Level 1 suppliers, as stated in our Standard Operating Procedures.

Our Quality team is also responsible for preparing and enforcing the audit schedule. We typically perform 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 perform 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. For our suppliers that have QMS, Glaukos engages with them to develop the QMS. We use information gathered during the audits to confirm that our suppliers meet our standards and address potential gaps and opportunities for improvement.

As needed, we assist our suppliers to understand our specification requirements, improve their processes and align measuring methods between Glaukos and the supplier. During the audit, we also evaluate their processes to engage and manage their sub-suppliers.

Our standard practice is to enter into quality agreements with all Risk Level 1 (highest risk) 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. The transportation of Glaukos' products must adhere to specific temperature-controlled requirements. While more efficient or lower carbon shipping methods may exist, Glaukos must prioritize modes that adhere to the necessary temperature range for transporting its products safely.

As a manufacturer of medical devices and pharmaceutical products, we must trace our products from the earliest manufacturing phases.

FIRST iDOSE TR SHIPMENT

RESPONSIBLE PROCUREMENT PRACTICES

TWO-SITE DISTRIBUTION MODEL

In late 2023, Glaukos began implementing a two-site distribution model and reduced the number of air miles for shipments of glaucoma medical device product to end customers by increasing distribution from our second distribution center.

Devices were shipped from California to Tennessee by ground and then by air to end customers in the Midwest and East Coast instead of by air from California, resulting in the following estimated elimination of air miles and CO_2 emissions:

	2023	2024
Air Miles (Millions)	**6.4**	**19.7**
CO_2 Emissions (Tons)	**1,286**	**3,979**

We follow 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 to ensure compliance with this obligation.

Additionally, for pharmaceutical products, we utilize a third party, TraceLink software, 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. Glaukos provides our employees training on both our Supplier Code of Conduct and ISO 14001.

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 2023, we determined that 336 of the approximately 351 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-four 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).

COMMERCIAL SUPPLIER POLICIES

Policies are provided to each of our commercial suppliers and affirm that we expect our them to:

- **Prohibit the use of all forms of forced or involuntary labor, slavery, or human trafficking**
- **Adhere to minimum age provisions of applicable laws and regulations**
- **Provide a safe, healthy, and sanitary work environment in compliance with applicable laws and regulations**
- **Not engage in unlawful discrimination, harassment, or abuse of any kind**
- **Report suspected violations of the Supplier Code of Conduct either directly to us or through our reporting hotline, which was added into the code in 2022**
- **Compensate employees and operate in compliance with applicable wage, work hours, overtime, and benefits laws and regulations**
- **Cooperate with us to ensure the smelters from which they source operate responsibly**
- **Prohibit child labor**

RESPONSIBLE PROCUREMENT PRACTICES

In 2023, we updated our SOP to ensure that all new Risk Level 1 suppliers complete the supplier survey form that contains sustainability criteria, including management of hazardous chemicals, establishment of policies on ethics, healthy and safe workplaces, human rights, and conflict minerals, as well as establishment of environmental objectives.

Progress Toward our Goals

2024 GOALS
Update R&D design development documents to require evaluation of sustainability in product design and packaging
By 2027, change from paper IFUs to electronic for medical devices (where permitted by regulation)
Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024

In 2024, we made progress on finding alternate biodegradable materials that meet our packaging and transportation requirements for Corneal Health products. Sustainable packaging focus was shifted from current generation product to next generation product (Epioxa) due to the extensive validation requirements that we need to meet.

We hope to be able to validate these new materials in 2025 in time for our anticipated product launch of Epioxa in 2026. We also updated our R&D design documents to include requirements to evaluate sustainability in all future product design and packaging. Our procedures have been updated to (1) consider environmental sustainability during design and material selection processes and (2) evaluate sustainable packaging to reduce waste.

Further, we have longer-term goals to eliminate paper IFUs currently included within our product packaging and to switch to electronic IFUs for medical devices by 2027, where feasible based on regulatory requirements, to create a more sustainable product package and reduce manufacturing costs. In 2024, we coordinated with Glaukos regulatory team to understand regulatory needs by region and started working with our business systems and quality teams on evaluating software systems that we would use to provide external access to the electronic IFUs.

CYBERSECURITY AND DATA PRIVACY

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

GRI 3-3

To advance our reputation as a trusted partner in every aspect, Glaukos is 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 would be compromised. We employ high-quality cybersecurity and privacy practices to protect our data and our stakeholders' data.

Management Approach

It is imperative that we have strong cybersecurity and data privacy practices in place to protect our network and systems, as well as internal and customer data. We recognize the importance of maintaining the security of our information systems and assets and have several cybersecurity processes and controls designed to identify, assess, and manage the risks associated with cybersecurity threats, and potential cybersecurity incidents.

Our Cybersecurity team is a part of our Information Technology (IT) department. Our head of Cybersecurity provides periodic reports to the Audit Committee on cybersecurity policies, procedures, and risk 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 IT and Internal Audit teams maintain various industry-recognized cybersecurity certifications. Members of these teams include a Certified Information Systems Auditor (CISA), a Certified Information Security Manager (CISM), a Certified Data Privacy Solutions Engineer (CDPSE), Certified Information Systems Security Professionals (CISSP), as well as members of ISACA and ISC2 industry organizations.

We also maintain written incident response and security policies that seek to ensure we are protected and prepared for security incidents. Incidents are investigated for potential impact, and if necessary, key departments, employees, and executive management 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 annually for improvement. If needed, incidents are reported to senior management, the Audit Committee, or the Board.

In 2024, we established our Security Operations Center to monitor and respond to cybersecurity threats. The Security Operations Center is staffed by security professionals who work proactively to reduce risk and address security threats swiftly. Additionally, we formed strategic third-party relationships to assist us in the event of ransomware. In 2024, Glaukos also continued to strengthen the relationship with local law enforcement and federal agencies with respect to cybersecurity and improving visibility and awareness of new and emerging threats.

> ***In 2024, we also enhanced our third-party due diligence processes to ensure that both Glaukos and our vendors comply with data privacy collection and processing requirements.***

Glaukos also 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 have established cybersecurity risk assessment processes to identify and address threats, including aligning our processes with industry standards such as the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and ISO 27001. We also work with trusted third parties to review, assess, and enhance our cybersecurity program.

In 2023, we worked with external consultants to perform a gap assessment of our cybersecurity program, and the results were used to inform our risk assessment and mitigation plans. In 2024, we also performed internal audits of our use of single sign-on and multifactor authentication for key information systems. We plan to conduct similar assessments in the future to continue strengthening our efforts.

CYBERSECURITY AND DATA PRIVACY

Glaukos applies 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 Board Audit Committee on a semi-annual basis. Glaukos is committed to reducing 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.

Specific to artificial intelligence (AI), Glaukos enhanced guidance on use of AI by creating an Artificial Intelligence Policy in 2024. This document provided details and guidance on acceptable use of artificial intelligence tools. It also explained the process that employees should follow in order to introduce new AI software into the environment to help control potential risks.

It is Glaukos' policy to protect the privacy of those who entrust us with their personal information. We only collect and store personal information necessary 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.

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

Glaukos' 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 and prevent attacks. Since 2022, we have adopted a risk-focused approach and assign additional training to employees who fail our phishing tests at a higher frequency to provide more in-depth guidance.

In 2024, 100% of those employees completed the additional training. We continue to monitor cyber trends and evolve and adjust our cyber training based on real world threats. We monitor the results and ensure all employees are informed of the Glaukos' Information Security Policy, which is available to all employees through our enterprise training system.

Progress Toward our Goals

2024 GOAL

By 2025, formally track alignment of the information security program to relevant components of the NIST security framework based upon risk to Glaukos and industry best practices

In 2024 and beyond, we will continue to advance and mature our cybersecurity program. As part of this process, we identified our cybersecurity risks and mapped them to the relevant NIST controls. We then used software to track and manage the alignment of our security programs with NIST, ISO 27001, and other widely recognized cybersecurity frameworks, which will allow us to prioritize future enhancements and further strengthen our cybersecurity program. We successfully completed our alignment with the NIST framework in 2024 and will leverage these tools and frameworks to guide our ongoing improvements.

In 2025, we plan to enhance our Vulnerability Reporting Program to identify, document and escalate vulnerabilities in infrastructure of our third-party vendor platforms.

PRODUCTS

	GOALS SET IN 2024	YE 2024 STATUS	GOALS SET IN 2025
PRODUCT QUALITY AND PATIENT SAFETY	Zero product recalls	●	Zero product recalls
	100% of employees complete Quality Compliance and Patient Safety training	●	100% of employees complete Quality Compliance/cGMP training
			100% of employees complete adverse event and product complaint training
			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
ACCESS, AFFORDABILITY, AND PRICING	In 2024, help >5,000 patients navigate their keratoconus treatment journey	◕	**As part of the iDose Your Dose program, provide iDose TR donations to 100% of eligible applicants**
	Establish process to make iDose accessible to underserved communities via iDose Your Dose program	●	
	In coordination with patient advocacy organizations, support patients with educational materials to build awareness of early intervention, find community, and manage their disease	●	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 2025**
	By 2025, provide a comprehensive range of services to U.S. patients and caregivers enrolled through a healthcare provider or self-enrolled to support the critical phase of early decision-making about their keratoconus or glaucoma care	◕	
	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

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

● Completed
◕ Partially Completed
◑ On Track
○ Not Completed
New 2025 Goals Bolded

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

Glaukos is committed to developing and marketing safe, high-quality products to treat glaucoma, corneal disorders, and retinal diseases. Effective treatment of chronic eye diseases hinges upon excellence in product design and development to ensure robust and reproducible manufacturing processes that enable exceptional patient outcomes and patient safety. Without careful attention to critical quality attributes, a product could fail to meet the intended effectiveness or result in patient harm, up to and including the potential loss of sight. For that reason, Glaukos is focused on excellence in our product design, manufacturing, and supply chain management, optimizing performance and patient outcomes.

Management Approach

As demonstrated in our Culture of Quality program, Glaukos' executive management ensures excellence in product quality and safety. We closely monitor product design, manufacturing, and post-marketing performance through our Quality Management System (QMS). Our QMS entails an effective and independent quality organizational structure, Quality Manual, policies, operational procedures and guidance documents, and helps leaders to ensure sufficient resources to effectively deploy and oversee compliance to our QMS.

The Management Review program allows the leadership team to routinely assess the key performance indicators as escalated through our QMS. As such, Glaukos leaders remain highly engaged and able to effectively anticipate and, when necessary, react to product and system performance signals, enabling assessment of resource allocation and ability to proactively mitigate a potential risk.

Glaukos' effective QMS enables readiness for regulatory inspections by governing bodies of each of our development and manufacturing sites. In addition to successful inspections by the U.S. FDA for commercial pharmaceutical manufacturing and safety, 100% of our manufacturing sites maintain certification to ISO 13485, the EU full QMS ISO 13485, and EU Medical Device Directive (MDD) (CE mark) certificates. Additionally, our California manufacturing site, which is the only site manufacturing medical devices, maintains certification through the Medical Device Single Audit Program (MDSAP).

Glaukos ensures quality and safety of our products from development through commercialization and post-marketing surveillance. Our development and design control programs are aligned with standards set for by the various governing health authorities around the world to ensure compliance in the markets we serve. We have highly trained quality assurance professionals that work alongside our product development engineers and scientists, assuring accurate and detailed documentation of each formulation and assembly.

The materials used in Glaukos products are classified as safe and biocompatible. Any novel excipients or active pharmaceutical ingredients undergo extensive toxicological testing according to the applicable regulatory expectations before they are authorized for use in clinical trials and, subsequently, submitted for marketing approval. In addition, our product development teams establish manufacturing processes following the relevant Environmental Health and Safety (EH&S) and Occupational Safety and Health Administration (OSHA) regulations.

We are committed to maintaining a safe environment and production process for employees, while

PATIENT SAFETY STATISTICS

Glaukos has established a reputation for exceptional patient safety. Based on the detailed analysis of the post-marketing surveillance data for 2024, that success continues. In 2024, there were no significant negative trends in patient safety observed for Glaukos' portfolio of products.

ZERO	Product recalls or fatalities related to products
ZERO	Products on the FDA's MedWatch Safety Alerts
ZERO	FDA enforcement actions taken in response to violation of cGMP
100%	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

PRODUCTS

PRODUCT QUALITY AND PATIENT SAFETY

also paying careful attention to the use and disposal of chemicals required for the manufacturing process to minimize generation of waste. Our Quality Assurance teams closely monitor our suppliers, incoming materials, in-process manufacturing, and finished products to ensure that released products meet established quality and safety specifications. Our Quality engineers are responsible for ensuring that all design elements, supplier oversight, and software systems operate in a controlled state.

We proactively identify all applicable risks and work to assess and mitigate them. Once authorized for commercial distribution, our products undergo continuous assessment through our post-market surveillance program, which collects performance data and customer feedback. Additionally, any emerging concerns identified through this program prompt testing and further investigation to ensure ongoing product safety and quality.

> ***Glaukos continues to invest in our QMS, regularly assessing the systems used across our sites and finalizing integration activities where appropriate. Our goal is to simplify processes and maximize the value of our compliance efforts.***

Glaukos has deployed custom configured quality systems to manage key QMS elements for our hybrid pharmaceutical and medical devices operations. In 2024, Glaukos took additional steps to enhance these processes by refining our quality system configurations, streamlining workflows, and optimizing performance. In 2024, Glaukos made updates to the following quality systems: TrackWise Digital Platform, Veeva Quality Docs, and Employee Training System (ETS). Collectively, these improvements enhance efficiencies 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, demonstrating our strong commitment to compliance.

In 2024, Glaukos made enhancements to its post-market surveillance and complaint management systems to capture new commercial markets and regulatory compliance. We added fields to further optimize the investigation of complaints by improving data capture and analysis. Additionally, Glaukos developed and validated a pharmacovigilance safety database, which is scheduled for use in early 2025. These updates, along with continued investments in systems, processes, and training, enabled us to meet our ongoing 100% on-time regulatory reporting obligations, even as our product portfolio continues to expand.

Glaukos continuously assesses and improves the Quality training management program. In 2024, Glaukos further advanced our training program by consolidating two business units under a single Global Training Matrix, streamlining processes and ensuring continuity. This also facilitated the development of customized curricula tailored to specific employee roles and responsibilities, increasing engagement and adherence to training objectives. Updates to each individual training plan ensure that employees receive annual training on key processes, such as complaint and adverse event reporting. In 2025, we will continue to advance training effectiveness by expanding learning opportunities and strengthening technical and compliance knowledge across the organization.

QUALITY WEEK

In 2024, Glaukos held its first-ever Quality Week to celebrate Quality throughout the company. Glaukos recognized the Quality department's 2024 accomplishments and Quality staffers participated in various team-building, educational, and volunteer activities. Cross-functional teams such as R&D Engineering participated through product education and hands-on product demonstrations, resulting in a series of productive, informative and collaborative sessions.

PRODUCT QUALITY AND PATIENT SAFETY

In 2023, Glaukos implemented Veeva Vault QualityDocs (QD) as the global document management system. Further enhancements were made in 2024 for usability, compliance, and streamlining processes within the system.

Glaukos continued to increase the percentage of our analytical testing performed in-house by our qualified analytical chemists using robust, validated analytical methods in 2024. We continue to partner with qualified third-party laboratories, when needed, to test the remaining samples, such as microbiological testing. After expanding the analytical laboratory in 2023 and receiving FDA approval, Glaukos is now able to conduct more internal testing for raw material acceptability and perform finished product stability, resulting in reduced cost, improved environmental impact, and faster turnaround time with high-quality results.

As our business grows, so does the demand for more analytical and microbiological testing, which is why we are expanding our in-house testing capabilities further in 2025. Glaukos continues to invest in and grow our in-house particulate testing, analytical and microbiological laboratories, and the automated technologies necessary to assure strong data integrity and facilitate trending.

Post-Approval Quality Management

Exceptional patient outcomes and safety are our primary focus. We provide validated systems and pathways for patients or clinicians to report any complaint or adverse event to our team of medically trained professionals. These same salesforce systems are used by distributors, field service personnel, and our sales teams to efficiently capture all the essential information that enables Glaukos to thoroughly investigate reports and ensure all necessary actions are taken. A few examples of these actions include, but are not limited to, advancing product design, optimizing materials used in product construction, improving manufacturing processes to prevent or reduce the likelihood of recurrence, strengthening our robust surgical training program, and ensuring clarity of labeling and IFUs.

True to our mission, we use the data to assess and improve existing product designs and next-generation products, ensuring ongoing innovation in product development for chronic eye diseases.

Glaukos continued improving our global patient safety signal detection system designed to analyze customer feedback and patient safety data in all the markets we serve. While we currently carefully monitor and report on this data, this is a critical element of our post-market surveillance and patient safety programs.

Glaukos will continue to assess ways in which this data extraction can be further automated to allow us to streamline existing global statistical trending activities and focus time spent on analysis and executing data-driven, value-added enhancements. From the first stages of R&D, we use design controls to minimize the risk of product defects.

HEALTH AUTHORITY INSPECTIONS

As part of maintaining our current U.S. and MDSAP certifications, Glaukos hosts several inspections by governing health authorities to ensure our programs comply with applicable regulations. In 2024, Glaukos demonstrated our continued commitment to compliance with all applicable governing bodies through successful inspection outcomes.

Inspections by regulatory bodies of Glaukos' QMS concluded no incidents of non-compliance with established regulations for our post-marketing surveillance programs. Glaukos' Post-Market Surveillance System ensures the collection and maintenance of customer feedback, including clinician use experiences and reported patient and clinician safety information, to improve our products and, ultimately, patient safety. Glaukos also invests in tools to capture and analyze this customer feedback.

PRODUCT QUALITY AND PATIENT SAFETY

If we find a defect, R&D collaborates with our engineering team to remedy the issue. By embedding product quality into every stage of our design process, we can detect and address flaws early and mitigate long-term risks. We also continuously assess the usability and efficacy of our products as part of a robust, sustaining engineering program.

We perform formative evaluations early in the product's life cycle and summative studies on commercial-ready products considering safety, usability, and efficacy. Market data is continually reviewed to ensure the continued safety and efficacy of Glaukos products that are commercially distributed.

With the enhanced analytical laboratory capabilities in 2024, if our post-market surveillance trending suggested a potential product-related issue, we can now perform stability-indicating analytical testing using validated methods. This ensures the continued quality, safety, and efficacy of our pharmaceutical products.

Medical complaints undergo an extensive evaluation process, including gathering information from the complainant, physician, patients, and any other relevant parties. Once we complete the assessment, we evaluate the complaint for "reportability." If required, we report it to the FDA as a Medical Device Report (MDR) or include it in the Periodic Adverse Drug Experience Report, an electronic report filed with the FDA quarterly for the first three years after a drug is approved and annually thereafter.

Glaukos is committed to providing the highest-level customer experience. The company has implemented a fully functional complaint management program that adheres to all pharmaceutical and device regulatory requirements in the global markets in which we distribute our products. In collaboration with the regulatory authorities, Glaukos would notify impacted customers and provide written information on the event and instructions on recommended actions.

Actions may include providing clinicians and patients with additional information, performing a corrective action on the product, or clarifying labeling, or, when appropriate, requesting the product be returned to Glaukos.

> ***While Glaukos has had zero recalls, should the need arise, we have an established process to promptly evaluate, document, and execute recalls for all markets in which we distribute the product.***

Glaukos will ensure the recalled product is tracked and reconciled against what was shipped to each impacted customer when we perform a recall. Once all recall activities are complete and health authorities are satisfied with the actions taken, the recall will be closed.

Along with any necessary field actions, Glaukos would conduct a thorough investigation into the event's root cause and identify corrective actions that will reduce or prevent the likelihood of recurrence of the issue. We actively work to optimize our QMS and manufacturing processes to improve the quality and safety of our products continuously, and we demonstrate the effectiveness of our QMS through favorable comparisons against peers in the industry (e.g., the FDA MAUDE database and FDA published recall and field action summary for the industry).

The Medical Safety team collaborates with the Engineering department to evaluate the case and identify the root cause during the complaint process. Once we identify the root cause, the Quality team works with R&D to mitigate future risks. Glaukos regularly reviews all complaints, monitors trends data, and analyzes the data for all products on an ongoing basis.

Should a safety or quality event occur that could cause a significant compliance or safety risk, our highly trained, cross-functional team would carefully assess the event's potential compliance and safety risk. A detailed investigation of the suppliers, manufacturing facilities and processes, environmental controls, materials used, among other elements, would all be evaluated to identify all potential contributing factors. Once a root cause was identified, both corrective and preventive measures would be identified and deployed minimizing risk of recurrence.

Per Glaukos' established procedures, if a significant event were to occur, we ensure prompt assessment and notification to the appropriate government, regulatory, and health authorities in those countries where there could be an impact.

PRODUCT QUALITY AND PATIENT SAFETY

2024 GOALS
Zero product recalls
100% of employees complete Quality Compliance and Patient Safety training

Progress Toward our Goals

Rooted in our commitment to patient safety, Glaukos' robust manufacturing processes, high level of Quality oversight, and strong culture of continuous improvement enabled the company to again achieve no quality or safety events requiring a product recall in 2024. We aim to reach this goal again in 2025.

One element that helps us achieve superior product quality and safety is robust training. All employees completed quality and patient safety training in 2024.

We also added goals in 2025 to provide 100% of employees with adverse event and product complaint training, as well as to ensure that there were no major findings during regulatory inspections of our manufacturing sites.

PRODUCTS

PRODUCT INNOVATION

Pursuing new customer solutions through innovative, competitive product offerings by allocating resources to research and development, and strategically aligning business development opportunities with innovation and development needs.

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

Product 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 is not able to consistently innovate, we may struggle to provide life-changing products and reduce our ability to compete in the marketplace.

Management Approach

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.

> ***We continue 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.***

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, and infrastructure to support long-term value creation and success.

Glaukos' 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.

> ***Our current projections for the commercialization of our pipeline technologies forecast a cascade of new product launches designed to significantly improve patient care options.***

Collaboration with our key stakeholders, including eye care providers and patients, is an important element of our product innovation process, including through continued input and feedback.

As of December 31, 2024, we had 14 active disclosed pipeline programs – including 11 pharmaceutical (drug) programs – across various R&D and clinical stages, along with additional undisclosed programs (see table on the following page). The exact number of drugs in R&D is confidential. We have two commercially available drugs.

Please see our filings with the U.S. Securities and Exchange Commission for a more detailed discussion regarding these products, accessible here.

Our fulsome pipeline is supported by over $700 million of self-funded investment into our R&D programs since 2018.

COMMITMENT TO INNOVATION

$700M+ *Invested in R&D since 2018*

14 *Disclosed pipeline products, including 11 pharmaceutical programs*

9 *Currently commercialized products, vs. one in 2012*

PRODUCTS

PRODUCT INNOVATION

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 nine in 2025.

iStent Micro-scale Surgical Devices

In August 2022, we announced FDA 510(k) clearance for iStent infinite, our novel three-stent injectable system designed to provide foundational, 24/7 IOP control for glaucoma patients uncontrolled by prior medical and surgical therapy. The commercial availability of iStent infinite represents a significant milestone for our company and the MIGS market as the first-ever micro-invasive implantation device indicated for use as a standalone glaucoma treatment.

Over the course of 2024, we continued commercialization efforts in the U.S. for iStent infinite, specifically targeting patients with advanced glaucoma. In parallel, we advanced our pivotal clinical trial for iStent infinite by evaluating its use in mild-to-moderate glaucoma patients, bringing us closer to expanding its potential impact across a broader patient population.

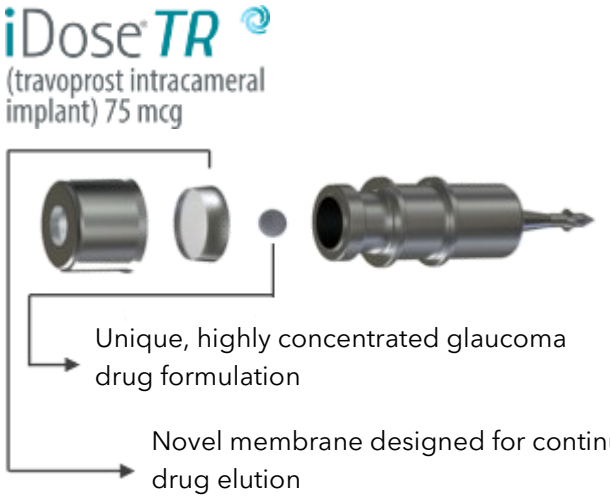
iDose Sustained-release Pharmaceuticals

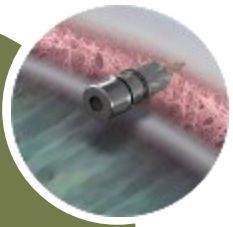
Following FDA approval in December 2023, over the course of 2024, we commenced commercial launch activities for iDose TR, our new, revolutionary, micro-invasive, injectable treatment for the full range of glaucoma disease severity. iDose TR is the first long-duration, intracameral procedural pharmaceutical therapy designed to continuously deliver 24/7 therapeutic levels of a proprietary formulation of a glaucoma drug, travoprost, inside the eye for extended periods of time. iDose TR is intended to improve the standard of care by addressing the ubiquitous patient non-compliance issues and chronic side effects associated with topical glaucoma medications.

THE iDOSE TR COMMERCIAL JOURNEY BEGINS

We commenced commercial launch activities for iDose TR over the course of 2024. 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.

Outcomes and feedback from a growing number of cases and trained surgeons continue to be very positive and reaffirm our view that with the launch of iDose TR, we are pioneering a brand-new therapeutic category that has the potential to reshape glaucoma management as we know it today.





81%

of iDose TR subjects in the Phase 3 trials were completely free of IOP-lowering topical medications at 12 months

PRODUCTS

PRODUCT INNOVATION

In addition, we commenced a Phase 3 clinical program for iDose TREX, our next generation iDose therapy, in December of 2024. iDose TREX is designed to be very similar in size and form factor to the original iDose TR but has nearly twice the drug capacity.

iLink Bio-activated Pharmaceuticals

During the third quarter of 2024, we announced positive topline outcomes in the second Phase 3 confirmatory trial for Epioxa, or Epi-on, our next-generation CXL therapy for the treatment of keratoconus, which successfully met the study's pre-specified primary efficacy endpoint.

Results from this second Phase 3 confirmatory pivotal trial, together with the already-completed first Phase 3 pivotal trial, supported our successful FDA New Drug Application (NDA) submission for Epioxa in December of 2024. We expect an FDA approval decision by the end of 2025. As we continue to advance our clinical plans for Epioxa, we remain well-positioned to serve keratoconus patients with our first-generation CXL therapy, Photrexa, or Epi-off, which remains the only FDA-approved treatment shown to slow and halt the progression of keratoconus. Over the course of 2024, we also completed patient enrollment in two Phase 2 trials for our third-generation iLink therapy.

iLution Transdermal Pharmaceuticals

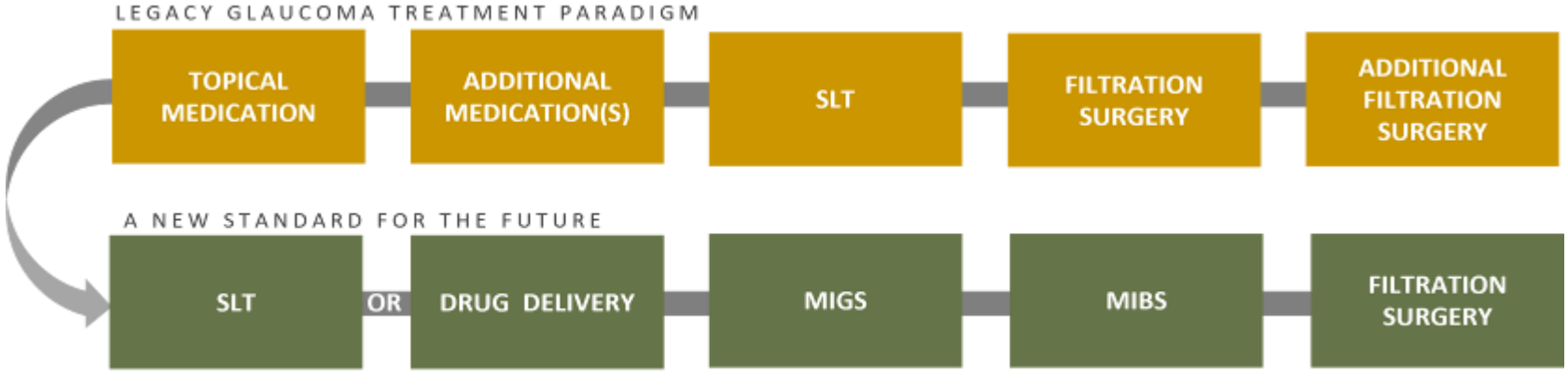
Over the course of 2024, we completed a Phase 2a clinical trial for iLution Travoprost (GLK-311). In 2025, we plan to commence a Phase 2 clinical trial for iLution evaluating demodex blepharitis.

Retina XR

Over the course of 2024, we advanced patient enrollment in a first-in-human clinical trial for our retinal intravitreal multi-kinase inhibitor (GLK-401) designed to treat wet AMD patients.

INTERVENTIONAL GLAUCOMA

Interventional Glaucoma is designed to radically improve the legacy treatment paradigm with standalone therapies that slow progression and reduce drug burden. 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 a new interventional glaucoma marketplace over the coming years.



Topical medications used as a supplement ("bridge therapy") as needed

PRODUCT INNOVATION

Progress Toward our Goals

2024 GOALS
FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals
Advancement of key clinical programs

Because our products undergo thorough review from 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 progress toward these goals based on the pipeline developments across our key platform technologies, as described above. Specifically, we successfully completed our second Phase 3 confirmatory trial for Epioxa, which supported our NDA submission for Epioxa in 2024, in line with our previously disclosed FDA approval target. In terms of our earlier stage pipeline, we continue to prioritize the cadence of our R&D investments as we strive to strike the right balance of risk-based spending and our capital position now and in the future.

Notwithstanding this stage-gated approach to R&D, we commenced one new clinical trial in 2024 (iDose TREX), and advanced several other clinical trials, including:

- PMA pivotal trial for iStent infinite in mild-to-moderate glaucoma patients.
- Phase 2a clinical trial for iLution Travoprost (GLK-311).
- First-in-human clinical trial for our retinal intravitreal multi-kinase inhibitor (GLK-401) designed to treat wet AMD patients.
- Two Phase 2 trials for our third-generation iLink therapy.
- Multiple Phase 4 studies for iDose TR.

In addition, we now plan to commence a U.S. Investigational Device Exemption (IDE) clinical trial for the PRESERFLO MicroShunt in 2025, as opposed to 2024 previously.

SUCCESSFUL EPIOXA NDA SUBMISSION

In December of 2024, we announced the submission of our NDA to the U.S. FDA for Epioxa, our next-generation CXL therapy for the treatment of keratoconus, a progressive and sight-threatening corneal disease. This submission marks an important milestone for our company and brings us one step closer to providing keratoconus patients and the ophthalmic community with the first FDA-approved, non-invasive CXL drug therapy that does not require the removal of the corneal epithelium, the outermost layer of the eye. We are targeting an FDA approval decision by the end of 2025.

Our oxygen-enriched epithelium-on CXL therapy is designed to:

Preserve corneal epithelium	**Streamline procedure**
Improve patient comfort	**Shorten recovery time**

Both Phase 3 trials met primary efficacy outcome and demonstrated favorable tolerability and safety

epioxa

PRODUCTS

PRODUCT INNOVATION

CURRENTLY COMMERCIALIZED PRODUCTS AND DISCLOSED PIPELINE

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	
PRESERFLO MicroShunt	Advanced-Refractory Glaucoma	OUS Approved / U.S. IDE Open	
iDose TR	Ocular Hypertension - Glaucoma	FDA Approved (2023)	
iDose TREX	Ocular Hypertension - Glaucoma	Phase 2b/3	
iDose Next Generation	Ocular Hypertension - Glaucoma	Pre-Clinical	
iLution Travoprost (GLK-311)	Ocular Hypertension - Glaucoma	Phase 2	
Photrexa (Epi-off)	Keratoconus	FDA Approved (2016)	CORNEA
Epioxa (Epi-on)	Keratoconus	NDA Filed	
iLink 3rd Generation	Keratoconus	Phase 2	
iVeena (IVMED-80)	Keratoconus	Phase 1	
iLinko$_2$n Diagnostic Screening Tool	Keratoconus	Pre-Submission	
iLution Dry Eye (GLK-301)	Dry Eye	Phase 2	
iLution Presbyopia (GLK-302)	Presbyopia	Phase 2	
iLution Blepharitis	Demodex Blepharitis	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	

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

Glaukos believes that our mission—to create transformative ophthalmic products that enrich patients' lives and provide innovative treatment alternatives for those suffering from sight-threatening chronic eye diseases—encompasses a responsibility to promote broad access to, and thoughtful consideration of, the affordability and pricing of our products. We believe all individuals, regardless of circumstances, 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-based approach. This includes pursuing pricing based on value while also ensuring pricing supports patient accessibility to therapies.

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

Management Approach

Our Access, Affordability, and Pricing programs are overseen by the Global Marketing, Global Medical Affairs, and Market Access and Patient Services organizations. We carefully consider various factors when determining how best to price our products, including patients' total direct medical costs and out-of-pocket costs, the lifetime cost savings generated by our products, the potential improvement in a patient's quality of life, and the investment required to bring our products to market.

We also provide funding for research projects to determine whether our products continue to represent good value for patients. We regularly review the research findings examining the economics of the various ophthalmic care options and weigh the costs and efficacy of other therapies against those of our own. For example, we commissioned a study, published in the *Journal of Medical Economics*[1], which compared the cumulative cost of a two-stent glaucoma treatment using our iStent technologies with that of alternative glaucoma treatments such as laser trabeculoplasty or medications only.

The study found that over five years, the cost of our innovative iStent technologies is lower than that of the alternative glaucoma treatments. iStent technologies may reduce OAG-related health resource use, leading to direct savings, especially over medications only or at longer time horizons. Studies like this demonstrate the value and cost-effectiveness of our iStent technologies for both patients and the healthcare system.

Similarly, in connection with the 2020 price increase of our iLink therapies for treating keratoconus, we evaluated the value our iLink technology provides to both individual keratoconus patients and the broader healthcare system. For example, a Glaukos-supported 2020 study, published in the *Journal of Medical Economics*[2], modeled the cost-effectiveness of CXL with iLink versus no CXL for 2,000 U.S. keratoconus patients (4,000 eyes). The findings included:

- The CXL group was 25.9% less likely to undergo penetrating keratoplasty (corneal transplantation) and spent 27.9 fewer years in advanced disease stages.
- CXL resulted in lower total direct medical costs ($30,994 vs. $39,671), representing a savings of $8,677, or 22%.
- CXL was associated with lifetime cost savings of $43,759 per patient. It was cost-effective within two years and cost-saving within four and a half years.
- Patient quality of life improved in the CXL group. CXL was associated with a 7% improvement (gain of 1.88 quality-adjusted life years) compared to no CXL over the patient's lifetime.

[1] John P. Berdahl, Anup K. Khatana, L. Jay Katz, Leon Herndon, Andrew J. Layton, Tiffany M. Yu, Matthew J. Bauer & Louis B. Cantor (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, Journal of Medical Economics, 20:7, 760-766, DOI: 10.1080/13696998.2017.1327439. Funded by Glaukos. [2] R. Lindstrom, J. Berdahl, E. Donnenfeld, V. Thompson, et al. Corneal Cross-Linking versus Conventional Management for Keratoconus: A Lifetime Economic Model. J Med Econ 2020. Funded by Glaukos.

ACCESS, AFFORDABILITY, AND PRICING

Based on these findings and similar internal evaluations, we modestly increased the list price of the drug used in our U.S. iLink product, Photrexa, over the past several years (approximately an 8.4% average annual increase since 2019, the year we acquired Avedro). This price adjustment reflects the investment made to bring this orphan drug to market, our continued efforts to expand patient access to treatment for this rare disease, and the economic factors described above. We believe that our pricing strategy is well-supported and will benefit patients.

In 2024, Glaukos continued to increase distribution of our Photrexa drug kits through specialty pharmacy channels. By the end of 2024, 80% of CXL patients served through specialty pharmacy were able to access their drug plan benefits for additional out-of-pocket cost savings.

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.

At the end of 2023, we received U.S. FDA approval for iDose TR, our new, revolutionary, micro-invasive, injectable treatment for the full range of glaucoma severity. iDose TR is a first-of-its-kind, long-duration, intracameral pharmaceutical therapy designed to continuously deliver therapeutic levels of a proprietary glaucoma drug, travoprost, inside the eye for extended periods of time. iDose TR aims to improve the standard of care by addressing widespread patient non-compliance issues and chronic side effects associated with topical glaucoma medications. We believe iDose TR offers compelling value to patients. Several factors, including a robust set of internal pharmacoeconomic analyses, supported our initial pricing strategy for iDose TR.

This strategy also reflects the significant investments we have made in both developing and manufacturing this game-changing glaucoma therapy, which is roughly the size of a fleck of pepper. To help us better assess its value to patients, we formed a pricing committee consisting of world-renowned ophthalmologists, who helped guide the final pricing determination.

For certain products, we offer discounts and/or rebates to customers based on volume or other metrics, and our pricing structures vary depending on the site of service and the reimbursement environment in a particular geography. Our pricing terms are considered confidential, and customers agree contractually to maintain this confidentiality. Additionally, Glaukos has reinvested more than 35% of global net sales into R&D activities over the past seven years, totaling over $700 million, to continuously advance the treatment of ophthalmic diseases and disorders. Given the significant lifetime cost savings per patient and the broad reimbursement available for our products, we are confident that Glaukos' therapies provide valuable treatment options.

IMPROVING ACCESS TO KERATOCONUS CARE

CXL with Photrexa is widely covered by many commercial insurance plans. However, even when insurance covers iLink, patients may still face obstacles in accessing treatment.

For example, as Taylor Muri, Patient Support Specialist (pictured here), explains, "*We received an urgent outreach from a provider's office informing us that a patient needed cross-linking, but their insurance would be terminated in just a few weeks. While the health insurance company had already approved the iLink treatment, the approval had expired by the time the patient was ready for treatment. Unfortunately, the insurance company could not extend the approval date and required a new prior authorization request. Submitting a new request can take up to 15 calendar days, even if all necessary information is provided upfront, which can put the patient's treatment at risk. With support from GPS, a new authorization was submitted, the case was expedited, and the approval was reinstated in just three business days.*"

GPS is available to support patients as they navigate various coverage challenges and understands the urgency of treating a progressive disease like keratoconus.

GPS
Glaukos Patient Services

ACCESS, AFFORDABILITY, AND PRICING

iDOSE YOUR DOSE PROGRAM

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 the patients' ability to pay. To support this goal, we have developed a comprehensive patient advocacy and access program. As part of this effort, Glaukos is proud to highlight the iDose Your Dose philanthropic initiative. For every iDose TR sold, Glaukos pledges to make an equal number of iDose TR units available for qualifying charitable donation requests around the world for recipients who meet independent eligibility requirements.

Access to Health Care Programs

Glaukos has implemented a comprehensive access to health care program, which includes the iDose Your Dose initiative, the GPS Program, the Patient Assistance Program (PAP), the Patient Advocacy Program, the Patient Ambassador Program and our mission support program. These programs work together to support ongoing availability and affordability of our products, and in certain cases, we donate our products to economically disadvantaged populations.

Patient Services

GPS was launched in 2022 as an initiative designed to help patients navigate the journey from the suspicion of having keratoconus to diagnosis and treatment. GPS works closely with patients, their legal guardians, and eye care providers to offer high-quality education on the importance of early detection and intervention. Additionally, GPS helps patients understand their individual insurance benefits and informs them about financial assistance opportunities for which they may qualify, a process that can be challenging due to the rare nature of the disease.

Importantly, GPS aims to prevent treatment 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. Building on the initial success with patients and caregivers in the keratoconus community, GPS continued to grow in 2024. The team dedicated themselves to enhancing the program by refining the support and education offered. By prioritizing high-impact initiatives, the program grew significantly throughout the year, impacting nearly 5,000 enrolled patients in 2024 and approximately 8,000 cumulatively.

GPS has also provided Glaukos with a deeper understanding of the complexities faced by patients with sight-threatening diseases, and we expect to continue expanding our efforts in 2025.

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 truly prioritizing patient perspectives, we have created a Senior 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 company-wide initiatives that foster patient engagement and support programs. In line with this commitment, Glaukos has partnered with five patient advocacy organizations representing glaucoma patients and caregivers, with the goal of developing educational resources for interventional glaucoma. These advocacy organizations help patients by providing education, empowerment, and access to essential resources. They work within the glaucoma patient community to raise awareness about the disease, treatment options, and the removal of barriers in the complex healthcare system.

Together with these advocacy organizations, we delivered educational materials through various channels, including newsletters, live webinars, social media

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posts, and 'one pager' formats. Additionally, the Advocacy team helped expand the glaucoma community by sponsoring a primary OAG patient event in collaboration with a large glaucoma advocacy group. This event aimed to raise awareness of treatment options for mild 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 and to offer product-specific support.

Patient Ambassador Program

In 2024, Glaukos established the framework for a Patient Ambassador Program in coordination with glaucoma advocacy organizations. In 2025, we plan to partner with an external agency to help build a comprehensive program for individuals who wish to publicly share their glaucoma journey to become ambassadors for educating and empowering 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 high eye pressure to help preserve vision.

Once the program is launched, ambassadors will have the opportunity to participate in patient-focused activities. By equipping ambassadors with proper training, we aim to empower others suffering from high eye pressure to engage in informed discussions with their eye care providers, inspiring proactive glaucoma management. We will be looking for patients who want to "share their story".

As the program expands, we plan to partner with patient advocacy organizations to grow our ambassador network, with the goal of offering 1:1 support for newly diagnosed patients who may be looking for peer-to-peer support to discuss others' experiences with iDose TR.

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 PAP for qualifying underinsured and uninsured patients with incomes below 400% of the federal poverty level.

SUPPORTING ADVOCACY GROUPS

This year, the National Down Syndrome Society (NDSS) celebrated its 30th annual Buddy Walk, a heartwarming event that brought together over 1,800 people to continue making a difference in the Down syndrome community. Among the volunteers was Allie Bellomo, Associate Product Marketing Manager, who was there to offer support and help educate the community about keratoconus and how Glaukos' iLink technology can play a critical role in its treatment. Studies show that 5-30% of children with Down syndrome also have keratoconus.

Also in 2024, Brooke Abel, Cornea Regional Business Manager, attended the NDSS Adult Summit, a gathering of parents and advocates dedicated to supporting children with Down syndrome. As she engaged with these families, Brooke was struck by their deep appreciation for Glaukos' support, especially in raising awareness about keratoconus. During the summit, a particularly meaningful moment occurred when Brooke met a parent whose son had received treatment at the University of California, Irvine, a place where Brooke has conducted extensive training for the iLink procedure. To her, it was a 'full circle' moment that highlighted the importance of her work.

ACCESS, AFFORDABILITY, AND PRICING

PROVIDING SIGHT-SAVING HELP TO UNDERSERVED REGIONS OF THE WORLD

The Glaukos Foundation is dedicated to preserving vision for individuals in underserved regions around the world through donation of our products to humanitarian organizations. Two examples are highlighted below.

MIGS Training in Peru

Today, roughly one billion people live with avoidable blindness and vision loss. ORBIS is an international nonprofit organization addressing this challenge with programs in Africa, Asia, the Caribbean, and Latin America. ORBIS has developed innovative training and technology and operates the world's only Flying Eye Hospital, a fully accredited ophthalmic teaching hospital aboard an MD-10 aircraft. Its network of volunteer medical professionals provides ophthalmic education and instruction to eye care teams in low-resourced countries, helping to increase local skills, improve service delivery, and enhance the quality of patient care.

In July 2024, with support from Glaukos, ORBIS conducted a MIGS training program for ophthalmologists and nurses at the Regional Institute of Ophthalmology (IRO), a technical advisor for other ophthalmology services in Northern Peru. In addition, 20 MIGS procedures were performed during this training, each with positive outcomes.

Sierra Leone Mission Trip

Central Global Vision Fund (CGVF) is a nonprofit organization supporting the eye care needs of people in underdeveloped regions of the world. Guided by its mission, CGVF provides quality surgery with exceptional outcomes while also ministering to the souls of the patients treated.

CGVF was founded in 1952 by Lowell A. Gess (B.Div., M.D.) and his wife, Ruth, a registered nurse. The family legacy now continues, as Dr. Deborah Gess Ristvedt, serves on the organization's board and leads mission trips to Guatemala and West Africa to perform sight saving surgeries and train in-country surgeons. Donations supported the construction of a new clinic in Masingbi, as well as new space for a clinic and surgery center in Freetown, Sierra Leone. Supplies donated by industry partners have allowed for up-to-date surgery.

In 2024, Glaukos supported CGVF's mission with product donations that facilitated MIGS and iDose TR procedures for over 50 patients at the Sierra Leone clinic.

"It has been the greatest blessing to be involved in eyecare around the world", says Dr. Ristvedt. *"It is my hope that this is just the beginning of changing treatment paradigms, especially in glaucoma, for underdeveloped nations."*

ACCESS, AFFORDABILITY, AND PRICING

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

- Donating devices to surgeons conducting surgical missions, which up through 2024 included donations to 56 countries in collaboration with 139 charity organizations 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.

Progress Towards our Goals

2024 GOALS
In 2024, help >5,000 patients navigate their keratoconus treatment journey
Establish process to make iDose accessible to underserved communities via iDose Your Dose program
In coordination with patient advocacy organizations, support patients with educational materials to build awareness of early intervention, find community, and manage their disease
By 2025, provide a comprehensive range of services to U.S. patients and caregivers enrolled through a healthcare provider or self-enrolled to support the critical phase of early decision-making about their keratoconus or glaucoma care
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

In 2024, we continued to support various assistance programs by providing products to underserved patient populations, while also donating our employees' time and resources to institutions dedicated to the betterment of humanity. We achieved our goal to work with patient advocacy organizations and provide them with educational materials, and we enrolled nearly 5,000 keratoconus patients in our GPS program, just shy of our goal. We also began to build our Patient Ambassador program and are on track to meet our goal to develop a team of ambassadors by 2027. We launched the iDose Your Dose program, which included updates to our application process and the first donations to mission trips serving in Sierra Leone and Guatemala. (See story above, Providing Sight-saving Help to Underserved Regions of the World.)

In 2024, we donated over 800 stents and iDose TR units, and over 500 gonioprisms, benefiting underserved glaucoma patients across the globe. To date, we have partnered with 139 humanitarian organizations in 56 countries, supplying Glaukos products to enable sight-saving surgeries for patients who would otherwise not have access to such care. By the end of 2024, the total number of stents donated exceeded 8,000, putting us on track to reach our goal of donating 10,000 stents by 2030.

Through outreach to ophthalmic charity organizations, we grew the number of countries served and strengthened our partnerships with humanitarian organizations. We also increased communications to better educate employees and the public about the availability of these philanthropic efforts.

Our goals in 2025 reflect our continued efforts to improve patient access through the development of each of these programs.

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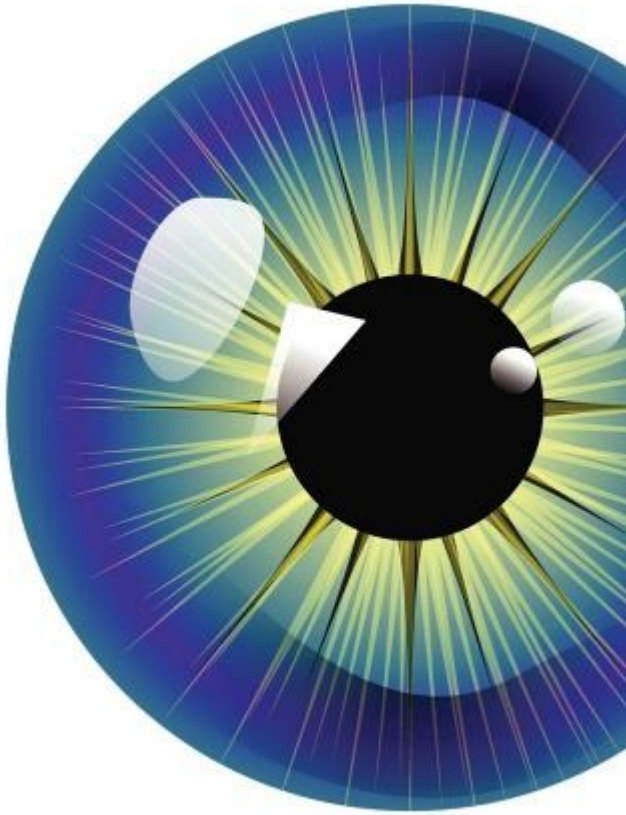
	GOALS SET IN 2024	YE 2024 STATUS	GOALS SET IN 2025
TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION	Based on this year's Great Place to Work engagement survey results, identify areas of opportunity; communicate and measure progress against improvement areas in the following year	●	**Maintain retention rates above industry average**
	Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities	●	**Launch two significant communications activities and programs focused on preserving and enhancing our culture**
			Exceed the number of charitable events conducted in 2024 by 10%
DIVERSITY AND INCLUSION	As led by our DEI Forum, continue to expand Glaukos' approach to diversity, equity, and inclusion	●	**Implement curated course recommendations for employees, with a focus on inclusiveness**
	Develop strategic and intentional recruitment outreach efforts to diverse candidates	●	
WORKFORCE HEALTH AND SAFETY	Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk identified	●	**Evaluate new ergonomic software implemented at corporate headquarters and, if effective, implement in Burlington and San Clemente in 2025**

● Completed
◕ Partially Completed
◑ On Track
○ Not Completed
New 2025 Goals Bolded



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.

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

Glaukos' success depends on the attraction, development, engagement, and retention of talented individuals in the global markets where we compete. We foster a culture of diverse and engaged people, and we promote an inclusive and collaborative environment that is critical to achieving our strategic plan and business success.

Management Approach

Glaukos is a rapidly growing company. Creating and maintaining a positive workplace culture is vital to attracting and retaining talented employees. Our ability to execute our strategic vision depends upon the individuals we employ. Glaukos seeks to create an experience that enables our employees to focus on our shared goal of improving the lives of patients and developing transformative technologies. For more information on our efforts to create a comprehensive, cohesive, and positive employee experience, please see our 2024 Form 10-K. On an annual basis, the Glaukos Board of Directors assesses human capital risk, with a focus on recruitment and retention.

Glaukos uses two frameworks to influence and advance our talent strategies and actions. The first model, which we refer to as the People/Talent Wheel, considers how business strategy impacts five people-related approaches: Talent Acquisition, Onboarding, Development, Engagement, and Retention. The second model, the Talent Ecosystem, collects information on our quarterly Career and Performance Check-Ins. The Talent Ecosystem helps leaders represent employees at Talent Calibration meetings, influences how we identify successors, and prepares them for future roles.

Glaukos' People and Talent Strategy supports and directly aligns with our business strategy. Each focus area helps 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 in leadership development programs to educate leaders on their range of roles in finding, developing, and engaging people.

PEOPLE / TALENT WHEEL

We implemented a Job Leveling Framework that uses a standard set of criteria to consistently assign job titles and levels and calibrate each job in the company. The guide contains detailed criteria for each level in our framework and is used as a guidepost to provide managers and employees with criteria to create a pathway towards development and promotion. We use this guide to apply consistent criteria globally across the organization.

During 2024, leaders continued to develop their skill in applying the leveling guides within their areas, with some functions tailoring leveling guides with function-specific nomenclature for responsibilities, skills, experience, and leadership criteria. We use the job leveling guide to level new jobs in the organization and to ensure accuracy of job descriptions.

We continue to expand these guides by department, where needed, to provide a framework for employees to support career progression for their specific function and promote equity and consistency when making promotion and hiring decisions. This process supports many Glaukos values and business objectives, including career development and competitive compensation, and

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

LEADERSHIP TRAINING

Glaukos' signature leadership development programs, Leader Lab and Launch, continued in 2024. Leader Lab was offered to two cohorts of experienced managers through senior directors to strengthen their ability to effectively facilitate performance, career, and development discussions. In Leader Lab, leaders learn, practice, and apply facilitative coaching and two models for giving and receiving feedback. Since its inception in 2021, 107 leaders have completed Leader Lab, including 20 leaders in 2024.

Launch was offered to two cohorts of leaders new to supervisory and manager level jobs. Launch offers both basic leadership skills and management skills related to employee relations and legal requirements.

An "After Launch" session was designed and offered in 2024 with a team of leaders in Europe. The session was conceived by the leaders who participated in the program to continue their learning. The Leadership & Development and Business HR teams worked with the participants to design an interactive session that was facilitated at a regional training meeting. Feedback was overwhelmingly positive and inspired an addition to Launch that will be used in 2025.

helps maintain a high caliber of talent at each level. Job leveling is expected to support improved employee engagement, satisfaction, retention, equity, and overall productivity.

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, so for the third year in a row, Glaukos participated in the Great Place to Work employee survey. Eighty-one percent of our employees completed the survey and 89% of the respondents said Glaukos is a great place to work compared to 57% of employees at a typical U.S.-based company. Based on the survey results, our top strengths continue to include the categories of Corporate Intimacy and Caring, with especially high results on pride in working at Glaukos and recommending it as a place for others to work, feeling good about the ways we contribute to the community, and customers rating our service as "excellent."

CULTURAL TRADITIONS

Members of the U.S. Clinical team show their Glaukos pride at the company's annual holiday party at the Aliso Viejo campus.

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TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

> ***In addition to the U.S., Australia was honored as a Great Place to Work for the fourth consecutive year. Brazil, France, Germany, Japan, and the U.K. also garnered Great Place to Work designations.***

As in prior years, Glaukos took immediate action on the 2024 survey results, with Vice Presidents having direct access to results for the first time. We designed and gained approval for the Glaukos Culture Leaders program to launch in 2025.

Employee Wellness, Benefits, and Compensation

Glaukos' many employees globally have a wide range of needs and wants related to benefits and wellness; therefore, we regularly review, modify, and add a suite of competitive employee 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 the following principles to help achieve consistent, fair compensation packages that reward performance:

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

Glaukos executive compensation programs are designed to attract and retain high-caliber executives. The executive compensation programs link the executive management team to shareholder interests. Glaukos executives receive base salaries and employee benefits that are market competitive. A significant portion of the annual compensation for our executive leadership team is based on the company's annual business performance, including achievement of our 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, please see our most recent Proxy Statement.

Another key component of our total compensation approach is to enable employees to build an ownership stake in the company. For example:

CULTURE IS KEY

Glaukos focused on its culture in 2024 through a series of communications, meetings, and actions that will continue into 2025. In May, the Senior Leader Team communicated its Culture Memo outlining the current and desired future state of Glaukos through specific behavioral attributes aligned to the three core Values—Dream, Lead, and Care. A global All-Hands meeting followed, focused exclusively on culture with stories about how the past shaped Glaukos today and a glimpse into the future.

Later, senior team members conducted focus groups with departments across all sites, including remote employees, to gather feedback on how our culture is evolving and how we can sustain it as we grow. These sessions provided many actionable suggestions, including a Glaukos World Café session on "The Art of Effective Meetings" and the re-introduction of "Breakfast with Tom" at the Aliso Viejo, San Clemente, and Burlington campuses, where individual departments meet with our CEO over coffee and breakfast to share and connect.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

- 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 employee or personnel hired through a professional employer organization worldwide who customarily works at least 20 hours per week. As of December 2024, 71% of eligible personnel participated in the ESPP program. All full- and part-time employees (minimum 20 hours per week) are eligible to participate.

Wellness and Benefits

Glaukos takes a holistic approach to employee well-being tailored to each market in which we have employees. We offer programs that support a work-life balance and promote good health and mental well-being. Glaukos offers an Employee Assistance Program (EAP) to all global full- and part-time employees (minimum 20 hours per week) and their family members. EAP provides health and wellness resources, including:

- 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.

In the U.S., we offer a wellness reimbursement credit to our employees, allowing them to be reimbursed for eligible expenses spanning 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 that are designed to support the wellness of our employees. Benefits include 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 in the U.S. and provides a second pair of glasses or contact lenses annually.
- Insurance benefits to ensure that those who rely on Glaukos employees for support can help protect their family's financial security.

SCIENCE FAIRS

Following the success of our inaugural Science Fair in December 2023, Glaukos expanded the program in 2024, presenting five Science Fairs to various audiences including the Board of Directors, Key Opinion Leaders, American Glaucoma Society (AGS) residents and attendees, American Society of Cataract and Refractive Surgery (ASCRS) attendees, and employees of the Aliso Viejo campus and Burlington offices. At each event, Glaukos scientists and engineers presented interactive product demonstrations and posters to bring our robust pipeline to life. These hands-on experiences allowed attendees to explore the development process and mechanics behind various devices and new products, deepening their connection to our science and mission. Our presenters took great pride in the preparation and presentation of materials, communicating the science and impact in a way that was exciting and accessible to a wide variety of technical and non-technical backgrounds.

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Benefits include company paid Life/AD&D and long-term disability, paid short term disability, voluntary supplemental life, critical illness, and hospital indemnity insurance.

- Retirement benefits to allow employees a tax advantaged way to save money to achieve their retirement goals. Glaukos offers a 50% match of the first 6% of annual eligible compensation that employees contribute.

In addition to our Wellness Reimbursement Account, other wellness initiatives 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 we continue to expand globally, Glaukos regularly reviews and enhances our benefits to be a competitive employer. We improved pension benefits and introduced supplemental health insurance in most of our direct countries internationally. In 2024, we continued expanding our programs and rolled out pension schemes for our employees in Spain and the Netherlands. Depending on their role and the country in which they work, employees worldwide have access to flexible and hybrid work options.

Glaukos recognizes the importance of mental health as part of general well-being. In 2024, we developed a mental health toolkit, published on our GKOS360 intranet and via our monthly benefits newsletter, which aids employees in identifying and connecting to mental health resources through multiple channels.

We also offer 1:1 benefits support, where employees can speak live to a Glaukos employee during onboarding, open enrollment, or at any other time to understand how Glaukos benefits can help them meet their needs. Emotional intelligence and the concept of psychological safety are also woven across our Glaukos World Café and several of our leadership development courses.

GKOS360

In January 2024, Glaukos launched GKOS360, our new intranet and communications tool designed and implemented by a cross-functional Glaukos team. This portal shares recognition, important company news, employee milestones, and links to key information for employees and leaders, including a "Getting Started at Glaukos" page dedicated to supporting new colleagues.

> ***Effective January 1, 2024, all U.S. exempt employees became eligible to participate in Trackless Time Off, which is paid time off (PTO) without accruing or depleting a balance. The change reduces administration for employees and people leaders and offers increased flexibility and choice.***

Globally, we offer Time Off programs that allow employees to refresh and spend time in the community volunteering, paid company holidays, company-paid bereavement, maternity and parental leave, and company-paid leaves of absence for employees and their dependents with qualifying disabilities.

Inspired by feedback from the Great Place to Work survey, Glaukos continued to offer a global Holiday Break, this year during the week of December 25-31, 2024. During this period, employees in most countries are not required to use PTO. Feedback from this initiative has been positive. In certain functions where work is required, employees are issued equivalent holiday credits to use at another time.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Glaukos supplements disability insurance proceeds, PTO, and leave-related payments to provide up to 12 weeks of paid disability, maternity, and baby bonding for all parents. Employees returning from qualified paid leave of up to 12 weeks are given full merit, bonus, and equity consideration and will not have their compensation impacted. In addition, we offer two weeks of parental leave for baby bonding for a non-birthing parent, which includes state-registered domestic partners. We also provide access to Care.com at no cost to U.S. employees, including up to five days of backup care per year.

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 continue to pay close attention to our talent and attraction practices for our science and R&D roles. For example, the Talent Acquisition team attended on-campus recruiting events with the goal of attracting candidates for our internship program, which continues to serve as a pipeline to fill some of our R&D positions. In 2024, three former interns were hired after multiple summers returning to Glaukos. In 2024, we partnered with Northeastern University to hire three students for co-op internships at our Burlington facility.

Glaukos strives 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 younger generations of talent. Our social media strategy highlights Glaukos' culture, with 73,000+ job views in 2024.

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. iLearn, our global Learning Management System, is available in seven languages and offers over 16,000 learning activities for employees to enhance their skills. 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. In 2024, 24 employees utilized the benefit. Since inception this program has helped participants save over $295,500.

STUDENT LOAN REPAYMENT PROGRAM

In June, Anthony Soliman, Manufacturing Technician II, graduated with his Masters of Science degree in Engineering, having utilized the Glaukos student loan repayment program. Introduced in 2024, this new employee support program will make an additional monthly payment of $100 directly to an employee's eligible student loan, up to a lifetime maximum of $10,000. In 2024, 107 employees enrolled in the loan repayment program.

In 2024, Glaukos employees engaged in over 4,300 hours of documented learning and development across activities and programs in various business, financial, technical, interpersonal, and leadership topics. Over 91,000 Good Practices Quality and Compliance training modules were completed by employees, temporary workers, and contractors.

Glaukos offers a comprehensive orientation and onboarding program, which includes New Hire Orientation and participation from the senior team. We support managers in the hiring process, including a customizable onboarding guide, Q&A sessions, and one-on-one assistance with benefits enrollment.

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TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

DARE TO CARE: PROMOTING A CULTURE OF GIVING AND VOLUNTEERISM

In 2024, Glaukos strengthened its commitment to Care, one of our three core values, by sponsoring 45 volunteer events with 25 different nonprofit organizations globally (up from 21 events in 2023), and logging over 730 volunteer hours. In addition, employees around the world adopted over 200 families, providing various goods, food, and holiday gifts in conjunction with organizations like Variety—The Children's Charity.

Glaukos was recognized for our commitment to giving back in 2024. We were listed by the Orange County Business Journal as one of the 2024 Orange County "Companies that Care" and the NYSE Global Giving Campaign highlighted our partnership with the Glaucoma Research Foundation, displaying a Glaukos ornament at the NYSE throughout the holiday season.

Glaukos employees in Burlington participate in Massachusetts General Hospital blood drive.

Glaukos employees in Australia display toys and other donations destined for local families in need.

Glaukos Brazil employees pose with holiday adopt-a-family donations.

Glaukos India employees prepare to deliver stocked backpacks to underprivileged children in Karjat, near Mumbai, Maharashtra, India through "A Smile for a Child" program.

Members of the U.S. Regulatory team are all smiles as they shop for toys and other donations as part of the Aliso Viejo campus' holiday adopt-a-family program.

Colleagues in the company's U.K. office pack toys and other goods to donate to a local children's charity.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

In 2024, we collected feedback via focus groups roughly six months post-hire. As of Q4 2024, 95% of surveyed new hires felt their orientation was effective and helped them understand Glaukos' culture and business, and 90% agreed that their manager was prepared and able to help them effectively onboard.

As part of onboarding, all new employees are required to attend Product & 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 experience. In 2024, 125 employees this training, with an 88% satisfaction rating.

Central to Glaukos' success is helping employees understand our industry as well as our growing suite of medical device and pharmaceutical products. Within certain departments, we offer formal on-the-job training. Our commercial organization requires all sales representatives globally to complete and be certified on a multi-day basic training.

As part of their ongoing product knowledge, Sales personnel receive regular, live product training and go through our Learning Management System, iLearn. Our Clinical team has dedicated trainers to support consistency across those employees monitoring our studies. In 2024, our learning and development activities expanded with topics related to Trust, Change Leadership, and Oral Communications.

We expanded our internship program in 2024 with 37 participants, a 48% increase from 2023. Over 12 weeks, participants had access to peer and leadership networking opportunities, career development training, DEI education, Q&A panels with five past interns who are now full-time employees, and on-the-job learning. Notably, several internships were extended to longer-term roles, highlighting the success and impact of the program.

At Glaukos, our performance management philosophy focuses on current and forward-looking discussions that we recommend take place quarterly to give employees and managers a formal time to talk. We refer to this as our Check-In Process. During Check-Ins, managers and employees discuss performance and personal career 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 people leaders how to better facilitate Check-In conversations. Our leadership development class, Launch, explores why 1:1 meetings are critical to employee growth and retention.

Where appropriate, Glaukos conducts skills assessments to identify potential gaps within specific departments. If we identify a gap, we work with leaders to address it through succession planning or targeted external recruitment efforts. The Succession and Talent Calibration process identified critical roles and successors, and the continually updated data was used to influence promotions and development. In 2024, we completed Succession and Talent Calibration discussions across the company and identified critical roles and successors where possible.

GROW: YOUR DEVELOPMENT

In 2024, three "Grow: Your Development" sessions were offered to 62 registered participants. This popular course takes a novel approach to career mapping and goal setting, taking participants on a guided workshop as they consider their intrinsic motivators, satisfiers, and preferences. Students identify the skills and experiences they wish to build into a plan to achieve their goals. Those skills and experiences may be gained on the job, through mentorship or coaching, or via formal learning.

By the time they complete the class, students have the tools and resources for a meaningful development discussion with their leadership and can bring their plan to life leveraging the Oracle goal-setting module.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

INTERN'S PERSPECTIVE

Pictured are summer interns on their first day at the Aliso Viejo campus.

"During my internship at Glaukos, I had the incredible opportunity to work with a dedicated team focused on transforming the lives of individuals suffering from eye diseases. This experience not only allowed me the freedom and confidence to contribute my ideas to significant projects but also provided a daily learning environment where I could expand my knowledge. The openness of my colleagues to teach me new concepts was invaluable, fostering a collaborative atmosphere that encourages growth. Additionally, I enjoyed engaging with team members during social hours, which enriched my understanding of their diverse cultures and backgrounds. Overall, my time at Glaukos was marked by meaningful contributions, and a supportive community."

— Quote from Summer 2024 intern

Progress Toward Our Goals

2024 GOALS

Based on this year's Great Place to Work engagement survey results, identify areas of opportunity; communicate and measure progress against improvement areas in the following year
Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities

Glaukos used this year's Great Places to Work engagement survey results to identify areas of opportunity and implemented the following actions:

- Developed resources to help employees and people leaders navigate promotion and development.
- Implemented and piloted new learning and development activities, including Executive Presentation Skills, Exercising Influence, and Trust at Work.
- Continued to post open positions internally.
- Expanded Glaukos World Café to promote a variety of topics related to our culture.
- Launched Glaukos 360, our new Intranet site.
- Continued Holiday Break between December 25th and January 1st.
- Maintained hybrid work philosophy.

In 2025, we plan to continue our focus on our culture, launching two communication activities and programs; exceeding the number of charitable events held in 2024 by 10% in order to keep our employees engaged in volunteerism; and maintaining our high retention rates.

DIVERSITY AND INCLUSION

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

GRI 3-3; GRI 405-1

At Glaukos, we believe that broader perspectives increase our ability to drive innovation. We have sought 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. We aim for all employees to feel valued for who they are and the unique perspectives they bring.

Management Approach

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.

Glaukos makes a concerted effort to ensure fairness and continuously assesses hiring and promotional best practices to ensure equal opportunities for candidates and employees. In 2024, we continued our engagement with military personnel and the valuable skills they bring to the workforce. We now display a hiring poster at Camp Pendleton's military base, which includes a link to our career page. In March, we participated in a military career event to connect with veterans and active-duty members transitioning into civilian careers.

INTERNATIONAL WOMEN'S DAY

Glaukos employees honored International Women's Day around the world. Pictured above are employees at our Aliso Viejo headquarters, gathering to celebrate one another. Glaukos employees also attended various events to recognize International Women's Day, such as "Champions of Inclusion", held by the American Chamber of Commerce Singapore (SG).

Glaukos believes effective onboarding and orientation are particularly critical to support inclusiveness and employee retention. In October, we hosted a "Lunch & Learn" session to share insights about our organization, culture, and career opportunities. Research indicates that new hires, especially those from minority groups, are more likely to struggle with acclimating or potentially leave a company if orientation and onboarding are weak.

OPHTHALMIC WORLD LEADERS

In February 2024, Glaukos hosted the Southern California chapter meeting of the Ophthalmic World Leaders (OWL) at our Aliso Viejo headquarters. OWL is dedicated to advancing diverse talent in ophthalmology through development, mentorship, professional education, and networking.

At this meeting, four Glaukos leaders facilitated discussion pods on topics including the Impact of Technology on Eyecare Careers, Mentorship and Passing the Leadership Torch, Leadership Superpowers, and Improving Collaboration between Doctors and Industry.

In November 2024, Glaukos was also proud to participate in the inaugural meeting of the New England OWL chapter in Waltham, MA.

DIVERSITY AND INCLUSION

To support employee retention, we enhanced our orientation and onboarding processes, utilizing the expertise of a cross-functional team of colleagues responsible for the end-to-end onboarding process.

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.

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 (new in 2024).

Glaukos is committed to embedding diversity and inclusion into the culture of our organization and our employee development opportunities. Our Senior Director, Talent and Learning, a Certified Diversity Professional (CDP), is responsible for overseeing our development programs.

Our global Learning Management System, iLearn, has dozens of DEI-specific courses in multiple languages available free of charge to all employees. The learning toolkit also contains information on how to identify mentors.

GLAUKOS WORLD CAFE

Glaukos has grown the Glaukos World Café in 2024. Based on feedback from hundreds of employees globally, Glaukos World Café focuses on exploring and discussing DEI and culture topics in a safe, conversational atmosphere. Glaukos World Café objectives are:

- **Learn and Grow Together:** Regardless of where you are on your DEI journey, there's always more to discover.
- **Propel Innovation:** Diversity fuels creativity and innovation. By embracing our differences, we unlock new perspectives that drive business success.
- **Inclusivity Matters:** Glaukos is committed to creating an inclusive environment where every voice is heard and valued.
- **Access Resources:** Gain access to a wealth of resources, tools, and information to deepen your understanding of diversity and inclusion.

Our first World Café offering took place in February, "(Un)Common Grounds: Inherent vs. Acquired Diversity". This session helped participants to identify their inherent and acquired diversity traits, hear the experience of others, and discuss how these influence innovation, productivity, and profitability at Glaukos.

In April, we hosted "Creating an Inclusive Culture", where participants analyzed how unconscious bias can appear in day-to-day work interactions. Small team discussions explored practical ways to reduce bias at work and build a more welcoming and inclusive culture.

In October, CEO Tom Burns discussed "Putting Culture into Practice" with 215 enrolled participants. This session focused on the Glaukos culture, specifically patient focus, humility, innovation, teamwork, compassion, and courage.

DIVERSITY AND INCLUSION

WOMEN IN VISION CONFERENCE

Glaukos was one of two industry sponsors of the Women in Vision Conference in New Zealand in December 2024. This platform created a space for diverse voices in vision care to come together to share ideas, experiences, and solutions. Through panel discussions and audience participation, the event tackled both clinical advancements and key issues such as gender equity, Indigenous Māori Health, and strategies for being a better ally.

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 2024 Great Place to Work survey, where Glaukos demonstrated especially strong performance, including a 94% positive rating for the statement, "People are treated fairly regardless of their sexual orientation," and a 91% positive rating for, "People are treated fairly regardless of their race." We aim to continue being a place where employees feel welcomed and included.

Progress Toward our Goals

2024 GOALS
As led by our DEI Forum, continue to expand Glaukos' approach to diversity, equity, and inclusion
Develop strategic and intentional recruitment outreach efforts to diverse candidates

In 2024, the DEI Forum focused on education and skill-building initiatives.

- DEI Communication: The Forum worked with corporate communications and colleagues to share progress and updates internally and externally about Glaukos' unique approach to diversity and inclusion beginning in 2024.
- DEI Learning and Training: The Forum identified and sponsored a variety of learning and development resources to help employees understand and apply important related concepts and behaviors in the workplace. These included engagement of external DEI consultants for team meetings, and the launch of Glaukos World Café, a global learning program for all Glaukos employees.

In 2024, our recruiting efforts focused on further engagement with military personnel through targeted outreach and professional events. In 2025, we will develop curated course recommendations for employees and continue to develop Glaukos World Café, offering inclusive learning activities to drive positive changes in our organization and support our culture. Additionally, we plan to implement recruitment outreach efforts to diverse candidates.

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

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.

Management Approach

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 Senior Vice President of Operations, the Senior 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.

> ***We conduct comprehensive training programs to ensure employees are equipped with the knowledge and skills to maintain a safe and compliant working environment.***

Recent initiatives include training on Forklift Operation, First Aid, Cardiopulmonary Resuscitation (CPR), Automated External Defibrillator (AED) use, specific handling procedures for concentrated acids, and workplace violence prevention. We have also introduced training on indoor heat and illness prevention to safeguard employee health during high-temperature conditions and initiated x-ray dosimetry protocols for personnel working with x-ray equipment.

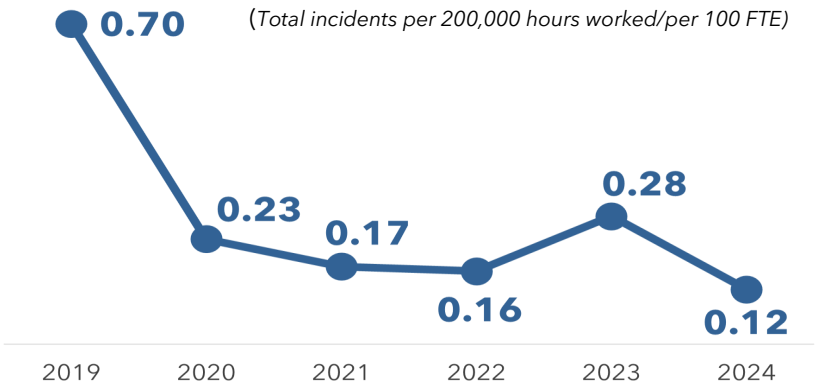
We are in the process of developing a robust Lockout/Tagout (LOTO) program tailored for the unique needs of our three campuses, with completion and implementation targeted by mid-2025. LOTO is a critical safety procedure designed to prevent the accidental energization or release of hazardous energy during the maintenance or servicing of equipment, protecting our employees from risks associated with machinery or systems that could unexpectedly start up or release stored energy. Our program will identify hazardous energy sources, implement controls to isolate and secure these energy sources using locks and tags, and provide training to ensure proper procedures are followed.

> ***By establishing a standardized LOTO program, we aim to enhance workplace safety and align with regulatory compliance, further reinforcing our commitment to creating a safe working environment for all employees.***

HEALTH AND SAFETY PERFORMANCE

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.

Recordable Incident Rate
(*Total incidents per 200,000 hours worked/per 100 FTE*)



WORKPLACE HEALTH AND SAFETY

To strengthen EH&S oversight, we implemented a system that provides visibility into all purchases involving potent compounds and volatile organic chemicals. This ensures that appropriate safeguards are evaluated and established before these materials are brought into the facility.

Additionally, we maintain an open culture that encourages employees to report potential hazards or incidents without fear of retaliation. For added support, employees can also use the corporate ethics hotline to confidentially report any concerns related to unethical or inappropriate behavior.

We hold quarterly Safety Committee meetings at each of our three campuses to foster collaboration, address site-specific concerns, and continuously improve our EH&S practices.

These meetings help ensure a proactive and sustainable safety culture across our organization. Through these meetings, we identified an opportunity to enhance laboratory safety by developing standardized signs for the entrance of each lab.

These signs provide essential information, including personal protective equipment (PPE) requirements, chemical hazard identification, and emergency contact details. Following their development, the standardized signs were successfully implemented across all three campuses.

ESSENTIAL LIFE-SAVING SKILLS

At Glaukos, employee well-being is a cornerstone of our EH&S initiatives. Between 2023 and 2025, we rolled out a comprehensive First Aid, CPR, and AED training program across all three of our campuses to equip employees with essential life-saving skills.

The program began in 2023 at our Burlington campus, expanded to the San Clemente campus in 2024, and will be completed at our Aliso Viejo campus by 2025. Each training session was conducted by certified instructors and included participation from several employee volunteers across all shifts and buildings at each location to ensure widespread coverage and preparedness. This training is required every two years to ensure employees maintain their skills and readiness. Glaukos remains committed to providing this essential program on an ongoing basis across all campuses to reinforce our culture of safety and preparedness.

By investing in site-specific, inclusive programs, Glaukos demonstrates its commitment to workforce health and safety while fostering a culture of empowerment and preparedness that extends beyond the workplace. This program aligns with our ongoing goal of creating a safe, resilient, and sustainable environment for all stakeholders.

WORKPLACE HEALTH AND SAFETY

NEW ERGONOMIC WEBSITE

Designed for user convenience, the website promotes optimal ergonomic practices for both office and home-office settings. It focuses on the prevention of musculoskeletal disorders and workplace strain, a risk identified during our annual assessment. Key features include:

- Self-assessment tools to evaluate workstation setup in office and remote work environments.
- Ergonomic recommendations for improving posture, reducing strain, and enhancing overall comfort.
- Stretching exercises designed to alleviate muscle tension and maintain physical health during the workday.
- Chair adjustment guides to ensure seating arrangements are ergonomically sound.

Progress Toward our Goal

2024 GOAL

Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk identified

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, this software will be evaluated based on employee feedback and if effective, implemented in Burlington and San Clemente. This initiative reflects our ongoing commitment to proactively address workplace health risks. By equipping employees with the knowledge and tools to create ergonomic workspaces, we are fostering a safer, healthier, and more productive environment for all.

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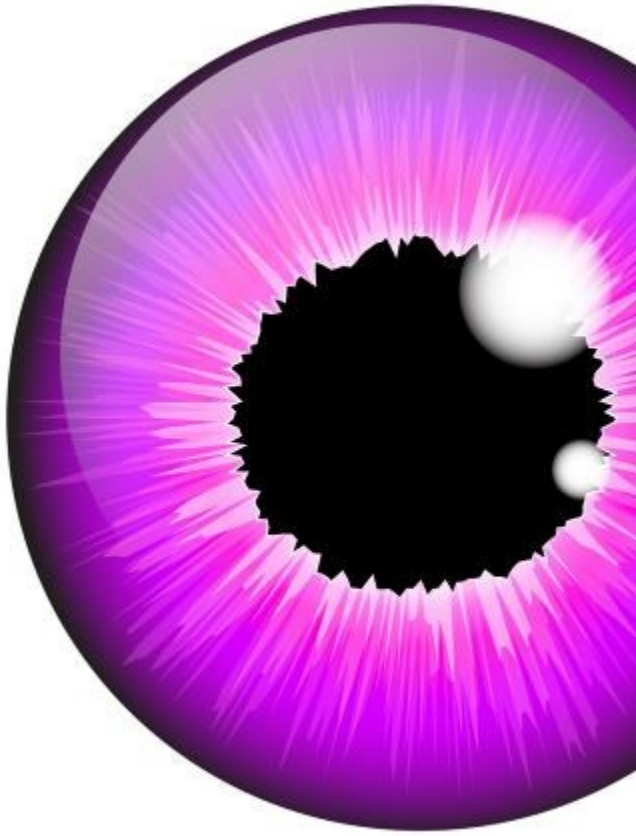
GOALS SET IN 2024	YE 2024 STATUS	GOALS SET IN 2025
Maintain ISO 14001 Certification for San Clemente and Burlington sites	●	Maintain ISO 14001 Certification for San Clemente and Burlington sites
Establish standard design guidelines for new facilities to evaluate energy efficiency and other environmental considerations	●	

● Completed
◕ Partially Completed
◑ On Track
○ Not Completed
New 2025 Goals Bolded



Environmental impact is a fundamental consideration across all Glaukos operations.

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Decreasing direct and indirect energy usage, improving energy efficiency, sourcing renewable energy, and reducing greenhouse gas emissions generated throughout the value chain. Minimizing operational waste, increasing recycling and reuse rates, and responsible management of hazardous waste. Increasing water efficiency and reducing overall impact on water sources.

GRI 3-3; GRI 303-5; GRI 306-3; SASB HC-MS-410a.1

As a global pharmaceutical company, we recognize the critical role we play in addressing environmental challenges, from climate change to resource conservation.

Management Approach

Our manufacturing facilities are guided by the robust framework defined in their certification to the ISO 14001 Environmental Management System (EMS), ensuring a systematic approach to reducing environmental impacts and enhancing sustainability practices. This internationally recognized standard enables us to identify, monitor, and manage environmental risks across our operations while fostering a culture of continuous improvement.

Glaukos' EH&S Policy outlines our commitment to protecting the environment, complying with applicable regulations, and adhering to our established internal company management systems. This policy, reviewed annually by the CEO and members of the executive team, aligns with our ISO 14001 standard, ensuring a structured approach to managing environmental responsibilities.

> ***Although Glaukos' operations are not highly-energy intensive and have a relatively small environmental footprint, we remain deeply committed to identifying and implementing opportunities to further reduce our environmental impact.***

Our Global Facilities team and R&D organization have adopted sustainability into their standard operating procedures, ensuring that environmental considerations are integrated into every aspect of our operations.

From designing and modifying facilities to developing and enhancing products, these teams prioritize energy efficiency, resource conservation, and waste reduction, reflecting our dedication to continuous improvement and responsible innovation.

ELECTRONIC RECYCLING

In celebration of Earth Day, Glaukos employees demonstrated their commitment to sustainability by participating in an electronics recycling initiative across the company's three campuses. Understanding the environmental impact of improperly discarded electronic waste, Glaukos set up convenient collection stations to encourage employees to bring in old electronic devices from home for responsible recycling.

The recycling effort resulted in roughly 1,800 pounds of e-waste being diverted from local landfills, helping to prevent harmful substances from polluting the environment.

Glaukos employees not only decluttered their homes but also played a vital role in supporting the company's mission to reduce its environmental footprint and promote sustainable practices.

This Earth Day effort is a testament to the power of collective action and the company's dedication to creating a greener future. Because of the success of this initiative, Glaukos is excited to make electronics recycling an annual tradition, further reinforcing its commitment to sustainability and environmental stewardship.

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Biannual reviews of our environmental performance further reinforce this commitment, ensuring accountability and continuous progress. During these reviews, the executive team, including the CEO, evaluates key metrics such as energy usage, hazardous waste management, and the outcomes of environmental audits and inspections. These sessions also provide a platform to address pertinent environmental challenges and identify strategic opportunities for improvement.

Environmental Risk Management

At Glaukos, we prioritize proactive environmental stewardship through rigorous risk assessments 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. As part of our commitment, we recently held five specialized training sessions at our San Clemente campus focused on the proper management of hazardous chemical spill cleanups.

These sessions were designed to enhance employee safety during spill incidents while minimizing environmental impacts. Key objectives included preventing spills from contaminating storm drains, ground areas, or the atmosphere. This initiative reflects our dedication to safeguarding both our workforce and the environment.

Climate Change Risks

At Glaukos, we aim to maximize our positive impact on patients with our innovative products while minimizing our environmental footprint. Understanding our environmental footprint will help us identify opportunities for improvement. While we evaluate how we can minimize our impact on the environment, we are also looking at how to mitigate climate change impacts on our facilities.

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. Construction is set to commence in the coming year, reinforcing our commitment to business continuity, supply chain stability, and sustainable growth.

Energy and GHG Emissions

As part of our commitment to environmental stewardship, we actively measure and track our Scope 1 and Scope 2 greenhouse gas (GHG) emissions, covering both direct and energy-related indirect emissions. Over the past three years, we have consistently calculated these emissions to better understand our environmental impact. Additionally, our operations are not highly energy-intensive, which further supports our efforts to minimize our environmental footprint and implement 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).

At Glaukos, we are actively exploring innovative software solutions to enhance our environmental data management capabilities. These tools will integrate directly with utility providers across all our campuses, employing advanced algorithms to gather and analyze comprehensive energy usage data and other relevant metrics.

By consolidating this information into a centralized system, we would ensure the accuracy and consistency of our data. This platform would enable us to conduct detailed analyses, including site-specific comparisons, usage trends,

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and temporal consumption patterns. These insights empower us to identify actionable opportunities to optimize energy use and develop targeted strategies to reduce our Scope 2 emissions, reinforcing our commitment to sustainability and climate responsibility.

In 2024, our San Clemente campus experienced a 37% increase in electrical consumption, an anticipated rise due to the construction of a new 31,150-square-foot manufacturing area dedicated to our new pharmaceutical product, with capacity for future product lines. Construction was completed in Q3 2023, and employee occupancy and equipment scale-up began shortly after. As facility usage expanded, the demand for utilities and equipment increased significantly.

Additionally, a large, refrigerated container used for temporary product storage from Q2 to Q4 2024 required continuous 480V power, further contributing to the overall increase. With higher occupancy levels and greater utilization of the building's utilities and equipment in comparison to the previous year, energy consumption continued to grow.

Similarly, water consumption increased by 56% in 2024 compared to 2023, which was expected due to the phased occupancy and operational ramp-up of the new manufacturing area. This facility was not fully occupied until Q3 2023, and its water purification system underwent validation before becoming fully operational. Manufacturing activities did not begin until Q4 2023, leading to a significant rise in water usage as production scaled up in 2024. These anticipated factors, along with increased equipment utilization and facility operations, contributed to the increase in both energy and water consumption compared to previous years.

This rigorous review process not only keeps sustainability at the forefront of our decision-making but also aligns our efforts with Glaukos' long-term environmental goals, fostering a culture of transparency and responsibility across the organization. In alignment with this commitment, our Global Facilities team, R&D and Development Engineering have embedded sustainability evaluations into their standard operating procedures. These evaluations ensure 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 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

VANPOOL INITIATIVE

At Glaukos we are committed to creating a positive impact on the environment and the lives of our employees. Our vanpool initiative exemplifies this commitment, offering a sustainable and efficient transportation solution that aligns with our core values. The organization now operates 15 vans to enhance the daily commute for our team members and further reduce our carbon footprint.

Beyond environmental advantages, our vanpool initiative provides significant benefits to our employees. Participants enjoy considerable cost savings on fuel and vehicle maintenance, making the vanpool an economically viable option.

VANPOOL QUICK FACTS

(Q1-Q3 2024)

- **81 PARTICIPANTS / 73% SEAT OCCUPANCY**
- **ELIMINATED MORE THAN 1 MILLION MILES IN INDIVIDUAL COMMUTES**
- **CUT MORE THAN 830,000 POUNDS OF CO_2 EMISSIONS**

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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.

Waste

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.

We periodically train our employees in the proper way to collect, handle, and dispose of hazardous waste to prevent contamination. In 2023, Glaukos built on these efforts by increasing the frequency between pickups, reducing the number of disposed containers, and reusing the collection containers to reduce the costs required to purchase new ones. In addition, our Burlington site is evaluating the use of compostable shipping containers and biodegradable cold packs for shipping our pharmaceutical products. Please visit the Responsible Procurement Practices section of this report for more information.

In 2024, our Aliso Viejo and San Clemente facilities saw increases in hazardous waste generation of 156% and 80%, respectively. At the Aliso Viejo site, this rise was partly driven by our Earth Day e-waste recycling event, which allowed employees to responsibly dispose of electronic waste from their homes, preventing it from being sent to landfills. Hazardous waste volumes also increased due to lab cleanouts in our R&D facilities, where expired chemicals were properly discarded in accordance with safety and environmental regulations.

At our San Clemente campus, the 80% increase in hazardous waste generation was similarly influenced by the Earth Day e-waste event, along with the ramp-up of operations in our newest building. As the facility scaled to full production, the increased use of materials and equipment led to a natural rise in waste generation. This growth aligns with the expansion of our manufacturing capabilities and the necessary disposal of process-related waste in compliance with environmental standards.

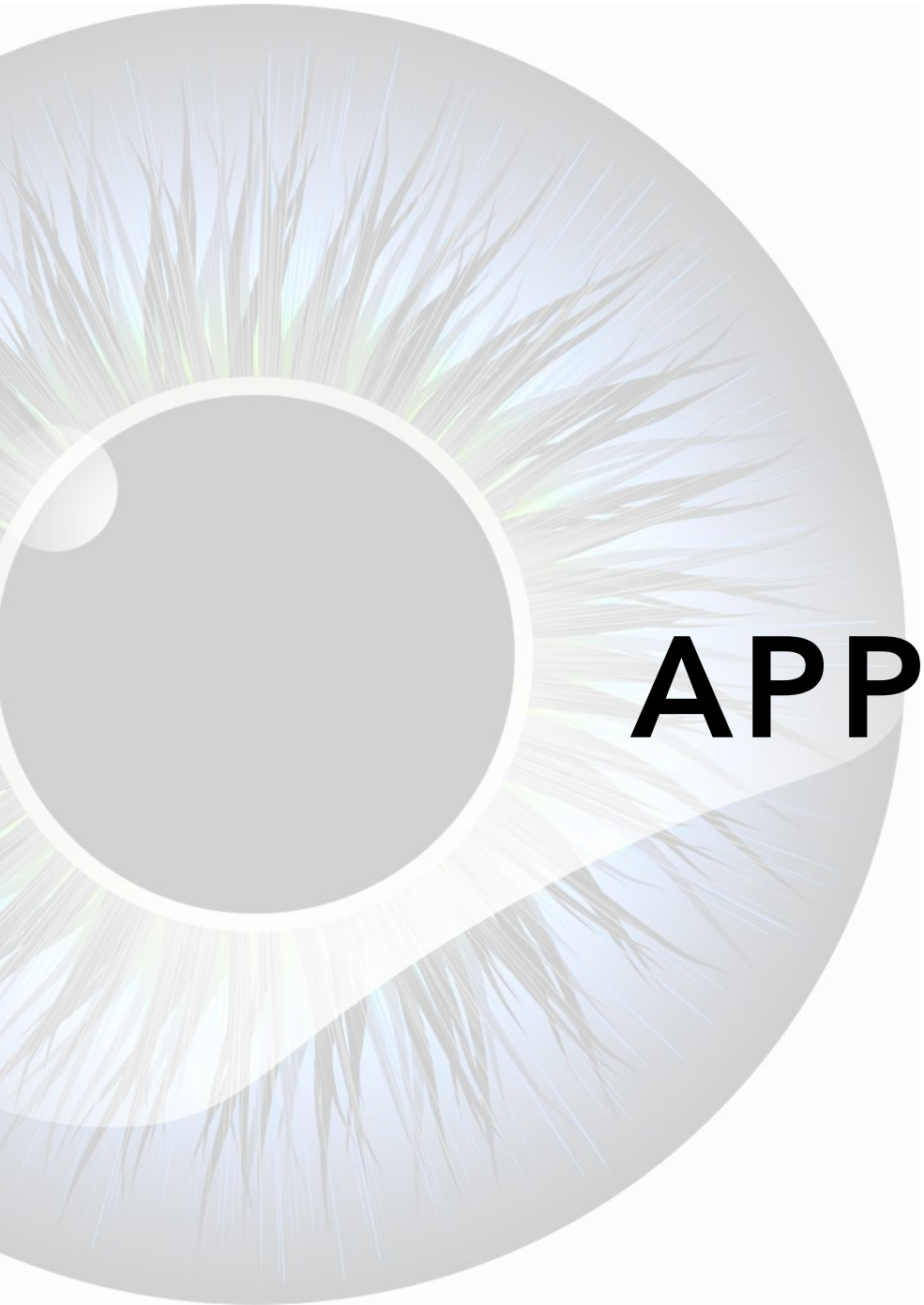
Our hazardous waste management program, covered within our EMS, remains ongoing. Glaukos is dedicated to minimizing hazardous waste generation, and continual efforts have been made to stabilize hazardous waste generation across our operations.

Progress Toward our Goals

2024 GOALS
Maintain ISO 14001 Certification for San Clemente and Burlington sites
Establish standard design guidelines for new facilities to evaluate energy efficiency and other environmental considerations

In 2024, we proudly maintained our ISO 14001 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.

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.



APPENDIX

SUSTAINABILITY PROGRAM GOALS

	GOALS SET IN 2024[1]	YE 2024 STATUS	GOALS SET IN 2025[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 by 100% of employees regarding compliance with Code of Business Conduct and Ethics	●	Annual certification of Code of Conduct by 100% of employees
	Review and refresh Code of Business Conduct and Ethics in 2024	◕	Finalize new and improved company Code of Conduct
			Conduct standalone Code of Conduct training for all (active) employees
RESPONSIBLE PROCUREMENT PRACTICES	Update R&D design development documents to require evaluation of sustainability in product design and packaging	●	By 2027, change medical devices from paper IFUs to electronic (where permitted by regulation)
	By 2027, change all medical devices from paper IFUs to electronic (where permitted by regulation)	◑	
	Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024	●	**Validate biodegradable packaging for Corneal Health Epioxa product by 2026**
CYBERSECURITY AND DATA PRIVACY	By 2025, formally track alignment of the information security program to relevant components of the NIST security framework based upon risk to Glaukos and industry best practices	●	**Enhance Vulnerability Reporting Program to identify, document and escalate vulnerabilities in infrastructure**
PRODUCTS			
PRODUCT QUALITY AND PATIENT SAFETY	Zero product recalls	●	Zero product recalls
	100% of employees complete Quality Compliance and Patient Safety training	●	100% of employees complete Quality Compliance/cGMP training
			100% of employees complete adverse event and product complaint training
			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
ACCESS, AFFORDABILITY, AND PRICING	In 2024, help >5,000 patients navigate their keratoconus treatment journey	◕	**As part of the iDose Your Dose program, provide iDose TR donations to 100% of eligible applicants**
	Establish process to make iDose accessible to underserved communities via iDose Your Dose program	●	

1 Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum. Bolded goals are new for 2025.

● Completed ◕ Partially Completed ◑ On Track ○ Not Completed

SUSTAINABILITY PROGRAM GOALS

	GOALS SET IN 2024[1]	YE 2024 STATUS	GOALS SET IN 2025[1]
PRODUCTS (CONTINUED)			
ACCESS, AFFORDABILITY, AND PRICING (CONTINUED)	In coordination with patient advocacy organizations, support patients with educational materials to build awareness of early intervention, find community, and manage their disease	●	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 2025**
	By 2025, provide a comprehensive range of services to U.S. patients and caregivers enrolled through a healthcare provider or self-enrolled to support the critical phase of early decision-making about their keratoconus or glaucoma care	◕	
	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
SOCIAL			
TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION	Based on this year's Great Place to Work engagement survey results, identify areas of opportunity; communicate and measure progress against improvement areas in the following year	●	**Maintain retention rates above industry average**
	Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities	●	**Launch two significant communications activities and programs focused on preserving and enhancing our culture**
			Exceed the number of charitable events conducted in 2024 by 10%
DIVERSITY AND INCLUSION	As led by our DEI Forum, continue to expand Glaukos' approach to diversity, equity, and inclusion	●	**Implement curated course recommendations for employees, with a focus on inclusiveness**
	Develop strategic and intentional recruitment outreach efforts to diverse candidates	●	
WORKFORCE HEALTH AND SAFETY	Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk identified	●	**Evaluate new ergonomic software implemented at corporate headquarters and, if effective, implement in Burlington and San Clemente in 2025**
ENVIRONMENTAL			
	Maintain ISO 14001 Certification for San Clemente and Burlington sites	●	Maintain ISO 14001 Certification for San Clemente and Burlington sites
	Establish standard design guidelines for new facilities to evaluate energy efficiency and other environmental considerations	●	

1 Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum. Bolded goals are new for 2025.

● Completed ◕ Partially Completed ◑ On Track ○ Not Completed

METRICS AT-A-GLANCE

These metrics represent a good faith estimate by the company of Glaukos' historical calendar year data using methodology and processes we currently believe are appropriate. These methodology and processes are periodically reviewed and evaluated. The metrics include all Glaukos locations globally unless otherwise stated.

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
GOVERNANCE						
Ethics and Compliance	Percentage of new or renewing third-party distributors who completed our anti-bribery/anti-corruption training.	100%	100%	100%	100%	±
	Percentage of employees who completed annual certification of our Code of Conduct	100%	100%	100%	100%	±
Cybersecurity and Data Privacy	Percentage of employees who completed annual cybersecurity training	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)	$17.1 million	$10.5 million	$9.6 million	$7.4 million	$3.5 million
	Cumulative number of countries with patients benefitting from product donations	56	53	48	45	45
	Cumulative number of partnerships with humanitarian organizations	139	134	120	110+	107
SOCIAL						
Talent Attraction, Engagement, Development, and Retention	**Number of Employees**	995	913	782	727	640
	United States	850	779	658	614	534
	International	145	134	124	113	106
	Number of salary employees	801	719	640	586	524
	Number of hourly employees	194	194	142	141	116

METRICS AT-A-GLANCE

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
SOCIAL (CONTINUED)						
Talent Attraction, Engagement, Development, and Retention (Continued)	**Permanent Employees**	995	913	782	727	640
	United States	850	779	658	614	534
	International	145	134	124	113	106
	Female	411	364	295	271	±
	Male	584	548	487	456	±
	Undisclosed	0	1	0	±	±
	Full-time Employees	985	906	777	±	±
	United States	846	775	654	±	±
	International	139	131	123	±	±
	Female	405	360	294	±	±
	Male	580	545	483	±	±
	Undisclosed	0	1	±	±	±
	Part-time Employees	10	7	5	±	±
	United States	4	4	4	±	±
	International	6	3	1	±	±
	Female	6	4	1	±	±
	Male	4	3	4	±	±
	Total New Hires[1]	163	200	144	179	99
	United States	88%	92%	88%	87%	83%
	International	12%	8%	12%	13%	17%
	Female	53%	45%	46%	43%	40%
	Male	47%	55%	54%	57%	60%
	From underrepresented communities (in the U.S.)[2]	49%	47%	52%	50%	46%
	Under 30	23%	35%	23%	21%	8%
	30-50	57%	50%	60%	59%	64%
	50+	20%	15%	17%	19%	28%

METRICS AT-A-GLANCE

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
SOCIAL (CONTINUED)						
Talent Attraction, Engagement, Development, and Retention (Continued)	**Total Promotions[3]**	107	161	127	90	51
	United States	96%	94%	98%	99%	±
	International	4%	6%	2%	1%	±
	Female	46%	51%	37%	38%	35%
	Male	54%	49%	63%	62%	65%
	From underrepresented communities (in the U.S.)[4]	55%	57%	38%	51%	±
	Turnover[5]					
	Voluntary turnover rate (%)	6.9%	5.3%	11%	12.9%	9.0%
	Involuntary turnover rate (%)	2.4%	2.2%	0.7%	0.7%	7.5%
	Turnover by Age					
	Under 30	13.3%	8.9%	17.3%	16.5%	19.4%
	30-50	9%	7%	11.4%	14.0%	15.4%
	50+	8.3%	8%	10.2%	12.3%	19.2%
	Turnover by Gender					
	Male	7.5%	8.7%	10.0%	10.6%	16.4%
	Female	11.9%	5.7%	14.4%	18.8%	18.1%
	Parental Leave Statistics					
	Eligible	23	17	14	31	8
	Used	23	17	14	31	8
	Returned during the year (%)	87%	100%	100%	81%	100%
	Continues to be employee at year end (%)	87%	94%	93%	84%	100%
	Male	52%	47%	64%	42%	50%
	Female	48%	53%	36%	58%	50%
	Percentage of employees who completed the annual employee survey[6] (%)	81%	83%	83%	82%	±[7]

METRICS AT-A-GLANCE

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
SOCIAL (CONTINUED)						
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%	14%
	Male	62%	62%	62%	62%	86%
	Board makeup by age (%)					
	Under 30	0%	0%	0%	0%	0%
	30-50	12%	12%	12%	12%	0%
	50+	88%	88%	88%	88%	100%
	Senior executive management by gender[7](%)					
	Female	38%	33%	36%	36%	36%
	Male	62%	67%	64%	64%	64%
	Workforce by gender (%)					
	Female	41%	40%	38%	37%	37%
	Male	59%	60%	62%	63%	63%
	Women in the workforce					
	Number of women employees in the workforce	408	363	295	271	241
	Number of women in senior executive management	5	4	±	±	±
	Number of female VPs[8]	7	6	±	±	±
	Number of women employees in new hires	86	89	66	77	±
	Average years employed by the company for female employees	4.0	3.7	3.6	3.2	3.3
	U.S. workforce by race/ethnicity[9](%)					
	White/Non-Hispanic	55%	55%	57%	58%	61%
	Asian	23%	22%	23%	23%	21%
	Hispanic/Latino	13%	12%	11%	12%	14%
	Black/African American	2%	2%	2%	1%	1%
	Native Hawaiian or other Pacific Islander	1%	0%	1%	1%	0%
	Two or more races	7%	7%	6%	5%	3%
	Total number of U.S. ethnic minority employees	386	340	283	255	207
	Workforce by age[10](%)					
	Under 30	13%	14%	11%	11%	10%
	30-50	54%	54%	57%	57%	58%
	50+	33%	32%	32%	32%	32%

METRICS AT-A-GLANCE

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
SOCIAL (CONTINUED)						
Workforce 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	0	0	0	0.20
	Recordable incident rate (total incidents per 200,000 hours worked/per 100 FTE)	0.12	0.28	0.16	0.17	0.23
	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						
Electricity[11]	Aliso Viejo electricity consumption (kwh)	2,626,361	2,559,748	2,478,140	N/A	N/A
	Burlington electricity consumption (kwh)	669,099	670,983	473,909	134,175	105,395
	San Clemente electricity consumption (kwh)	7,714,428[12]	5,635,017	2,729,853	1,601,393	1,478,235
	Total electrical consumption (kwh)	11,009,888	8,865,748	5,681,902[13]	1,735,568	1,583,630
	Electricity intensity (kWh/$100,000)	2,871	2,187	2,008	590	704
	Renewable sources of energy[14](%)	57%	58%	59%	45%	45%
Emissions[15]	Scope 1 GHG emissions[16](MT CO_2e)	523.3	575.4	569.4	±	±
	Scope 2 GHG emissions[17](MT CO_2e)	2,535.3	2,159.4	1,360.2	±	±
	GHG Emissions Intensity (mt/$100,000 of sales)	0.80	0.86	0.68	±	±
Water	Aliso Viejo water consumption[18](gal)	±	±	±	±	±
	Burlington water consumption[18](gal)	±	±	±	±	±
	San Clemente water consumption (gal)	1,676,268[19]	1,075,624	1,318,724	1,455,608	1,152,668
	Total water consumption (gal)	1,676,268	1,075,624	1,318,724	1,455,608	1,152,668
	Safe disposal of wastewater (y/n)	Yes	Yes	Yes	Yes	Yes
	Water consumption intensity (Gal/$100,000)	437	341	466	628	643
Waste	Aliso Viejo Hazardous Waste generated (pounds)	11,914	4,654	4,354	N/A	N/A
	Burlington Hazardous Waste generated (pounds)	1,115	1,900	242	26	±
	San Clemente Hazardous Waste generated (pounds)	16,086	8,934	6,700	11,251	9,561

METRICS AT-A-GLANCE

± Information not tracked for these years

TOPIC	METRIC	2024	2023	2022	2021	2020
ENVIRONMENTAL (CONTINUED)						
Waste (Continued)	Total hazardous waste generated (pounds)	29,115	15,488	11,296	11,277	9,561
	Total hazardous waste diverted from disposal (pounds)	0	0	0	0	0
	Total hazardous waste directed to disposal (pounds)	29,115	15,488	11,296	11,277	9,561
	Safe disposal of electronic waste (y/n)	Yes	Yes	Yes	Yes	Yes
Gas	Aliso Viejo gas usage (therms)	79,537	88,372	88,293	21,454	N/A
	Burlington gas usage (therms)	10,686	10,088	9,541	4,030	4,492
	San Clemente gas usage (therms)	3,009	4,260	4,481	4,203	3,773
	Total usage (therms)	93,232	102,720	102,315	9,325	8,207
	Gas intensity (therms/$100,000)	24.31	32.64	36.16	3.16	3.65

[1] We restated our 2020 number to more accurately reflect tracking the employee population from the Avedro acquisition; the 2021-2024 numbers use the same consistent methodology.

[2] 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.

[3] 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.

[4] 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.

[5] Turnover includes layoffs from Avedro.

[6] Data previously reported for 2020 related to participation in our performance check-in process.

[7] 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. Data for 2020 has been restated for consistency.

[8] Female VPs do not include senior executive leaders. 2023 restated for consistency.

[9] Data for these categories reflect US-only workforce information, self-reported by our employees. The numbers presented in the 2020 Sustainability report also represented US -only data, rather than global workforce data.

[10] We have restated our 2020 numbers to more accurately reflect tracking the employee population from the Avedro acquisition; the 2021-2024 numbers use the same consistent methodology.

[11] 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.

[12] 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.

[13] 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.

[14] 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 and 2020, 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.

[15] 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 (CBESC).

[16] 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 (CBECS). 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.

[17] 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 CBECS. 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.

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

[19] 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.

GRI AND SASB CONTENT INDEX

Summarized below are the GRI and SASB disclosures included in the Glaukos 2024 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 2024		
The Organization and its Reporting Practices		
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
Activities and Workers		
GRI	2-6 Activities, value chain, and other business relationships	Glaukos, Patient Focus and Novel Platforms; Responsible Procurement Practices; 2024 Form 10-K p. 9-11; No significant changes to Glaukos' operations and its supply chain in 2024
	2-7 Employees	Metrics at-a-Glance
Governance		
GRI	2-9 Governance structure and composition	Sustainability Governance and Sustainability Program Design; 2025 Proxy Statement p. 21-26
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement p. 28-29
	2-11 Chair of the highest governance body	2025 Proxy Statement p. 21
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance; Sustainability Program Design
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Program Design
	2-15 Conflicts of interest	Ethics and Compliance; Code of Business Conduct and Ethics, p. 3-4
	2-18 Evaluation of the performance of the highest governance body	Compensation, Nominating and Governance Committee Charter; Audit Committee Charter
	2-19 Remuneration policies	2025 Proxy Statement p. 17-20, 33-49, 63-65
	2-20 Process to determine remuneration	2025 Proxy Statement p. 19-20, 33-49, 57-60, 63-66; Compensation, Nominating and Governance Committee Charter
	2-21 Annual total compensation ratio	2025 Proxy Statement p. 62
Strategy, Policies, and Practices		
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

GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
General Disclosures 2024 (Continued)		
Stakeholder Engagement		
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 Design
	2-30 Collective bargaining agreements	Metrics at-a-Glance
Material Topics		
GRI	3-1 Process to determine material topics	Sustainability Program Design
	3-2 List of material topics	Sustainability Program Design
Topic Disclosures		
Ethics and Compliance		
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
Responsible Procurement Practices		
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
Cybersecurity and Data Privacy		
GRI	3-3 Management of Cybersecurity and Data Privacy	Cybersecurity and Data Privacy

GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
Topic Disclosures (Continued)		
Product Quality and Patient Safety		
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
	HC-MS-410a.2	Metrics at-a-Glance
Product Innovation		
GRI	3-3 Management of Product Innovation	Product Innovation
SASB	HC-BP-000.B	Product Innovation; Glaukos currently has more than 14 products in R&D. The exact number of drugs in R&D is confidential.
Access, Affordability, and Pricing		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
Talent Attraction, Development, Engagement, and Retention		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
	401-3 Parental leave	Metrics at-a-Glance

GRI AND SASB CONTENT INDEX

Framework	Disclosure	Location/Response
Topic Disclosures (Continued)		
Talent Attraction , Development, Engagement, and Retention (Continued)		
GRI	403-6 Promotion of worker health	Talent, Attraction, Development, Engagement and Retention, Employee Wellness, Benefits, and Compensation
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent, Attraction, Development, Engagement, and Retention, Employee Growth, Development, and Retention
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent, Attraction, Development, Engagement, and Retention, Employee Growth, Development, and Retention
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
Diversity and Inclusion		
GRI	3-3 Management of Diversity and Inclusion	Diversity and Inclusion
	405-1 Diversity of governance bodies and employees	Metrics at-a-Glance
Workforce Health and Safety		
GRI	3-3 Management of Workforce Health and Safety	Workforce Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Workforce Health and Safety
	403-3 Occupational health services	Workforce Health and Safety
	403-5 Worker training on occupational health and safety	Workforce Health and Safety
	403-6 Promotion of worker health	Workforce Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workforce Health and Safety
	403-9 Work-related injuries	Workforce Health and Safety; Metrics at-a-Glance
Environmental		
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
	306-5 Waste directed to disposal	Environmental, Waste
SASB	HC-MS-410a.1	Environmental

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, 2024, which was filed with the Securities and Exchange Commission on February 25, 2025. 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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