



2023

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.

GLAUKOS[®]
TRANSFORMING VISION

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Disclaimer

OUR REPORT

We are proud to present Glaukos' fifth annual Sustainability Report covering the 2023 calendar year, January 1, 2023, through December 31, 2023. 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 2023 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

A MESSAGE FROM OUR CEO

We are pleased to provide this 2023 report on our progress to advance key Corporate Sustainability initiatives that we believe strengthen our organization and contribute to the betterment of the communities we serve, while also helping to drive shareholder value over time.

Our mission at Glaukos is to truly transform vision by pioneering novel, dropless therapies that can meaningfully advance the standard of care and improve the lives of patients suffering from chronic, sight-threatening diseases. Innovation is at the core of everything we do, and we are resolute in our commitment to challenge conventional thinking with new treatment alternatives that are supported by real science, robust clinical evidence, and an unrelenting focus on patients.

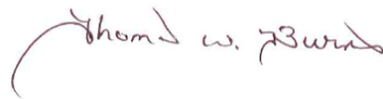
Our constant pursuit of game-changing technologies that disrupt legacy treatment paradigms is encapsulated in the Glaukos mantra “We’ll Go First.” It articulates our willingness to take chances, our determination to forge new ground, and our commitment to continuous improvement in all that we do. I believe the programs, policies, and achievements detailed in this report offer compelling examples of our dedication to the “We’ll Go First” ideal and its fundamental importance 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, as well as the excellent work of Glaukos employees worldwide who put our strategies into action with professionalism, enthusiasm,

and persistence. I would also like to thank the members of our Sustainability Council, who help our organization remain focused on key sustainability initiatives that align with our business objectives and compile a comprehensive annual report. In closing, we believe Glaukos is different. We are change agents. We are pursuing ground-breaking innovation designed to improve the vision and quality of life for millions of people suffering with sight-threatening diseases. Our goals are ambitious, and we believe tremendous opportunity lies ahead to benefit patients, investors, and all Glaukos stakeholders worldwide.

Thank you for your interest and support of Glaukos.

Sincerely,



Thomas W. Burns
Chairman and Chief Executive Officer

GRI 2-22



2023 SUSTAINABILITY HIGHLIGHTS AND ACHIEVEMENTS



FDA approval of iDose® TR, a revolutionary glaucoma therapy representing 15+ years of intense research and development from ideation to commercialization



Established a second product distribution site, resulting in reduced shipping costs and elimination of 6.4 million air miles

This contributed to reduced emissions associated with those flights amounting to a total CO2 GHG emission estimated at 1,286 tons

Launched employee student loan reimbursement program



Expanded GPS, enrolling nearly 3,000 keratoconus patients and supporting them on their journey to corneal cross-linking treatment

Provided approximately \$10.5 million in product donations to underserved regions around the world



\$500M

Invested in R&D since 2018 to advance innovations, representing 30%+ of revenues

ZERO

Product recalls

>16K

Employee learning activities offered

ISO

Certification obtained for Burlington site, signifying our commitment to environmental management system standards

>6K

Hours of employee learning and development



Launched Glaukos World Café, a DEI-related learning session focused on exploring and discussing relevant topics

Launched *iDose Your Dose* philanthropic initiative. For every iDose sold, Glaukos will make available another iDose at no cost to qualifying charities





GLAUKOS

At Glaukos, our focus is to develop and lead the global ophthalmic market with novel therapies that advance the existing standard of care and enrich the lives and treatment alternatives for patients worldwide.

KEY FACTS

17

Countries with
direct sales
operations

913

Employees
worldwide

\$315M

2023 net sales worldwide

Our global headquarters is located in Aliso Viejo, California, and we have additional locations San Clemente, California and Burlington, Massachusetts, as well various regional office spaces internationally. Our manufacturing operations for the iStent® trabecular micro-bypass products and iDose TR are in San Clemente. We manufacture our proprietary corneal systems in Burlington, with pharmaceutical therapies primarily manufactured and supplied by third parties in the United States and Germany.

Our company completed an initial public offering in June of 2015, and our shares trade on the New York Stock Exchange under the ticker symbol "GKOS".



Glaukos headquarters in Aliso Viejo, California

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 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.

There is no cure for glaucoma and controlling IOP is the only known treatment. In fact, landmark clinical studies have confirmed that low IOP is associated with reduced progression of optic nerve damage and visual field defect.

The Centers for Disease Control (CDC) estimates that about three million people in the United States have glaucoma, and it is the second-leading cause of blindness worldwide.

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, all people 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 ectatic disorders are a class of diseases characterized by an ectatic, 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.

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 United States.

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 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 diseases cause visual impairment, including blurred or distorted vision, and vision loss.

Age-related macular degeneration (AMD) is a progressive disease that occurs when the macula, the central portion of the retina, is impaired, which can result in severe vision problems.

According to Johns Hopkins Medicine, risk factors for AMD include being 50 and older, smoking, having high blood pressure, and eating a diet high in saturated fat.

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

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 have the ability to 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 a new treatment for glaucoma – Micro-Invasive Glaucoma Surgery (MIGS). 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

GLAUCOMA PATIENT FEEDBACK



"Glaucoma is a scary thing. It's a silent, sort of, invasion and I want people to know that there is something that you can do about it.

"I would encourage people to look into how they can lower their eye pressure the same way I did."

-George G., iStent inject® W patient, North Carolina-

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 approximately 300 peer-reviewed publications, more than 20 years of clinical and commercial experience, and more than a 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. It is designed to address ubiquitous patient non-adherence and chronic side effects associated with topical medications by providing 24/7, long-duration, robust efficacy with minimal side effects.

In December 2023, we were delighted to announce FDA approval of iDose TR, our revolutionary, micro-invasive,

FIVE DISTINCT TECHNOLOGY 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.

NOVEL PLATFORMS

injectable therapy designed to lower IOP in patients with open-angle glaucoma or OHT.

iDose TR 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.

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

KERATOCONUS PATIENT FEEDBACK



"The iLink treatment has been worth it for me.

Knowing that I won't need to have multiple procedures or get a brand-new prescription for glasses every couple of months is a massive quality of life improvement."

-Joseph C., iLink patient, California

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

iLink is the first and only FDA-approved corneal cross-linking procedure that slows or halts the progressions of keratoconus and helps preserve vision.

In order to maximize the availability of this important Photrex 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 sequelae, all of which can help contribute to better compliance and improved patient outcomes.

Retina XR Platform

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

SUSTAINABILITY

We continuously review our sustainability program and policies throughout the year. In 2023, we focused 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.

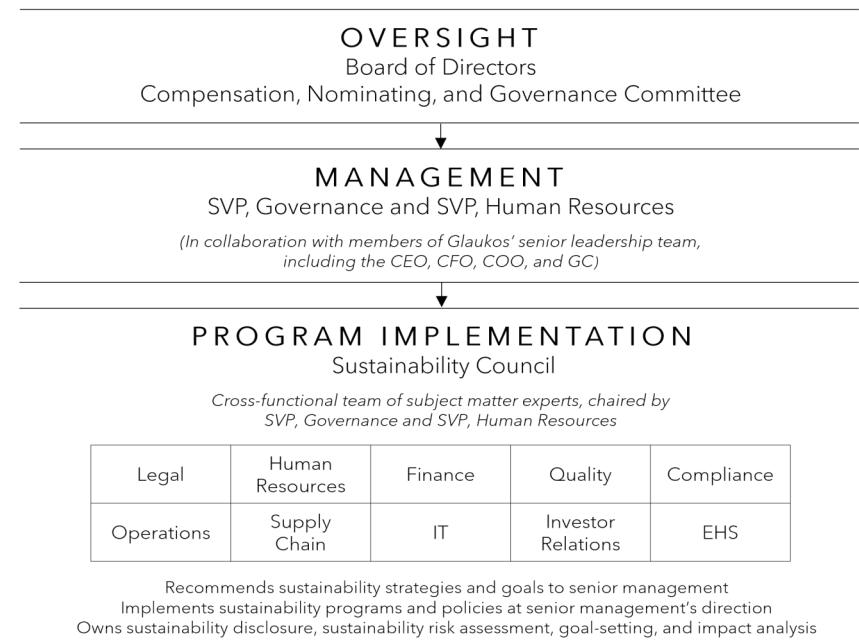
GRI 2-9; GRI 2-13

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 seven years, including 2023, 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. 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.



PROGRAM DESIGN

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

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.

While we consider each topic to be important to our success, it is imperative that we allocate resources to

23 TOPICS SURVEYED AND ANALYZED

Governance

- Climate Strategy
- Cybersecurity and Data Privacy
- Ethics and Compliance
- Executive Compensation
- Geopolitical Disruption
- Political Participation and Advocacy
- Protection of Intellectual Property
- Responsible Procurement Practices
- Risk Oversight
- Transparent Communications and Reporting

Products

- Access, Affordability, and Pricing
- Product Innovation
- Product Quality and Patient Safety
- Transition from Research to Practice

Social

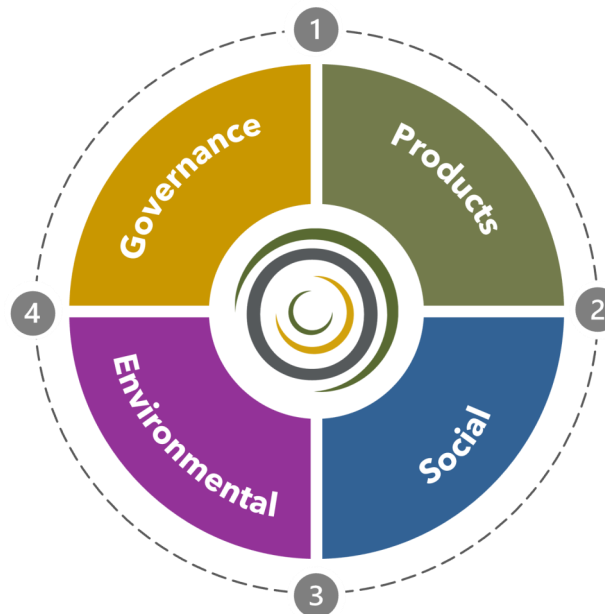
- Diversity and Inclusion
- Human Rights
- Philanthropy and Volunteerism
- Talent Attraction, Development, Engagement, and Retention
- Workforce Health and Safety

Environmental

- Energy and Emissions
- Sustainable Product Design and Packaging
- Waste
- Water

TOPIC PRIORITIZATION PROCESS

- 1 Identified 39 total topics:** Reviewed 20 varied sources to identify universe of potential topics
- 2 Refined to 23 topics:** Conducted enterprise risk assessment to continue refining topic list; used 23 of these topics as subjects of stakeholder surveys and other analysis
- 3 Evaluated internal sources:** Reviewed multiple internal sources (management and employee surveys, strategic plan, foundation-related strategy document, etc.) and continued to narrow list to focus on topics with greatest potential impact on Glaukos' business success
- 4 Evaluated external sources:** Analyzed customer perspective research, investor engagement feedback, analyst prioritization, and peer topic benchmarking to identify the top Tier 1 material topics



PROGRAM DESIGN

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 creation and disposal, and climate impact and 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. At the end of each calendar year, we hold Sustainability Council meetings to propose, discuss, and set new goals. Topic owners review the SMART (Specific, Measurable, Achievable, Relevant, and Timebound) goal criteria to prepare for our annual goal-setting workshop. During the workshop, we create draft goals for each topic area.

Once the Council agrees on the updated goals, the Sustainability Committee co-chairs present the draft goals to senior management for final approval. The goals are then discussed with the NCG Committee of the Board prior to publication.

TIER 1 SUSTAINABILITY TOPICS



We continue our regular Sustainability Council meetings throughout the year to support and review progress toward our goals. 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



CEO Tom Burns (second from left) and the Sustainability Council members gather in June 2023 to celebrate achievement of key sustainability goals.

PROGRAM DESIGN

TOPIC	GOALS SET IN 2024 (<i>Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum.</i>)
GOVERNANCE	
Ethics and Compliance	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
Responsible Procurement Practices	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 all medical devices (where permitted by regulation)
	Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024
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
PRODUCTS	
Product Quality and Patient Safety	Zero product recalls
	100% of employees complete Product Quality training
Product Innovation	FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals
	Advancement of key clinical programs
Access, Affordability, and Pricing	By 2024, help >5,000 patients navigate their keratoconus treatment journey
	Establish process to make iDose accessible to underserved communities via the iDose Your Dose global 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
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
	Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities
Diversity and Inclusion	As led by our DEI Forum, continue to expand Glaukos' approach to diversity, equity, and inclusion in 2024
	Develop strategic and intentional recruitment outreach efforts to diverse candidates
Workplace 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
ENVIRONMENTAL	
	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

GOVERNANCE

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

- Completed
 - Partially Completed
 - On Track
 - Not Completed
- New 2024 Goals Bolded

	GOALS SET IN 2023	YE 2023 STATUS	GOALS SET IN 2024
ETHICS AND COMPLIANCE	Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors	●	Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors and applicable new hires
	Annual certification of Code of Business Conduct and Ethics by 100% of employees	●	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
RESPONSIBLE PROCUREMENT PRACTICES	In 2023, reduce percentage of Glaucoma medical device product transported via air by developing 2 nd site distribution center (2021 as baseline)	●	Update R&D design development documents to require evaluation of sustainability in product design and packaging
	In 2023, convert Corneal Health Photrexa® cross-linking kits' packaging and shipment materials to biodegradable materials, reducing waste and implementing cost savings	○	By 2027, change all medical devices from paper IFUs to electronic (where permitted by regulation)
CYBERSECURITY AND DATA PRIVACY			Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024
	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	○	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

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, avoid the cost and time required to address problems arising from noncompliance, and ensure that our team can remain focused on creating transformational products.

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 and governmental entities. The Program also helps us manage compliance-related risks. The Company's Chief Compliance Officer leads the Compliance and Ethics Program and reports to the Audit Committee of our Board of Directors quarterly. The Chief Compliance Officer also chairs the Glaukos Compliance Committee, comprised of senior representatives from Legal, Governance, Commercial, Operations, Finance, Human Resources, and Internal Audit. The Compliance Committee advises and assists with the implementation of the Compliance and Ethics Program.

As part of the Compliance and Ethics Program, Glaukos adopted policies and procedures which serve as written standards of conduct for our employees. These policies include, among others, our [Code of Business Conduct and Ethics](#), our Code of Ethics on Interactions with U.S. Health Care Professionals, our U.S. Foreign Corrupt Practices Act (FCPA)/ Anti Bribery Policy, our Internal Investigations Policy, our State and Local Compliance Registration and Reporting Policy, our International Transparency Reporting Requirements Policy, and our [Insider Trading and Tipping Policy](#). These policies and procedures are reviewed and updated regularly.

Anti-bribery and Corruption training was completed by 100% of applicable employees and all new and renewing third-party distributors in 2023.

The Compliance and Ethics 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. The nature of our reviews and the extent and frequency of our compliance monitoring vary according to 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.

EMPLOYEE FEEDBACK

"Glaukos has a true open-door policy. I would be completely comfortable talking to someone at all levels of the organization."

"Our executives and Senior Leadership Team lead by example and take the time to get to know people at all levels."

-Participants in Glaukos' 2023 Great Place to Work employee survey

ETHICS AND COMPLIANCE

As part of the Compliance and Ethics Program, we have 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.

In late 2023, we performed a gap assessment to identify areas to enhance and further develop our Compliance Program. We are incorporating the identified areas into our 2024 Compliance Plan, designed to further mature and enhance the integrity and compliance of our Company.

As part of our annual Compliance Plan, in 2023, we implemented several new policies, procedures, and guidelines, launched a new reporting hotline and associated case management system, implemented a distributor management system, added web-based

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics has been translated into several local languages for our international employees and covers a number of critical topics, including:

- Reporting Violations of the Code
- Policy Against Retaliation
- Conflicts of Interest
- Confidential Information Handling
- Competition and Fair Dealing
- Appropriate Business Practices Relating to Gifts and Entertainment
- Handling of Company Records
- Protection and Use of Company Assets
- Accuracy of Financial Reports and Other Public Communications
- Compliance with Laws and Regulations
- Maintaining the Health and Safety of the Company's Environment and Workforce
- Political Contributions and Volunteer Activities
- Anti-bribery and Corruption
- Public Communications

automation to our U.S. transparency tracking methods and centralized our international transparency reporting process, created a cross-functional investigators tool kit, and expanded our physician engagement system controls.

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. It covers topics such as non-retaliation, conflicts of interest, compliance, and anti-bribery and corruption. Noncompliance with the Code poses a significant financial and reputational risk.

The Code of Business Conduct and Ethics also prohibits employees from using Company funds or assets for political purposes unless approved by the Chief Compliance Officer. In the interest of advancing sound public policy, we support those persons who serve the public by seeking elected office. Consistent with U.S. federal and state laws, Glaukos established the Glaukos Political Action Committee (Glaukos iPAC) in 2023, funded solely through employee contributions. Glaukos iPAC offers eligible U.S. employees a direct means to voluntarily participate in shaping sound public policy and voicing views on issues related to our business.

Our Anti-Bribery Policy defines corruption and prohibits the making of bribes or facilitation payments. In 2023, we conducted an enterprise risk assessment, which includes a review of the likelihood of bribery and corruption risks within the organization and the effectiveness of controls in place to mitigate these threats.

Training

Glaukos conducts in-person and online training on our policies and procedures, including Code of Business Conduct and Ethics principles, ethical interactions with healthcare professionals and payors, promotional communications, reporting violations, transparency reporting, privacy, and anti-corruption. We update our training programs based on the implementation of new policies and guidelines, monitoring and investigation findings, emerging risks, and new legal and regulatory requirements. This training includes Company personnel and certain third-party business partners, such as distributors and logistics providers.

Healthcare Professional Interactions

At Glaukos, we recognize that interacting with healthcare professionals is essential to develop innovative products and to provide vital education and training on our ophthalmic treatments and therapies. Our interactions with healthcare professionals must comply

ETHICS AND COMPLIANCE

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 intended to set rules regarding our interactions with healthcare professionals and establish the process for reporting 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, our State and Local Compliance Registration and Reporting Policy, and our 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.

Glaukos acts in accordance with the AdvaMed Code of Ethics on Interactions with U.S. Health Care Professionals.

These policies, procedures, and related guidelines provide our employees with guidance on how to engage with healthcare providers responsibly, avoiding any improper influence over a healthcare provider's 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. We rely on them to uphold the ethical standards to which we hold ourselves when interacting with customers. If red flags are detected, appropriate steps are taken to prevent and/or mitigate any associated risk to the

We perform due diligence on all new and renewing distributors and pursue enhanced inquiries on a risk-based model that considers previous infractions, such as civil and criminal disputes and the corruption perception index of the country in which the distributor is selling our products.



ETHICS SURVEY RESULTS

In 2023, we conducted a companywide Great Place to Work employee survey. The survey is designed to document the opinions and attitudes of our employees with respect to workplace culture, including how effectively Glaukos leaders exhibit ethics, compliance, and integrity. Based upon our belief that operating in an ethical and compliant manner is vital to a strong culture and successful organization, the results of the survey 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, and the responses were anonymous. Approximately 83% of our employees participated in the survey.

The 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, and the scores can be compared between functions and business units and where available, benchmarked against those of similar entities. Below are highlights of the results.



90% of Glaukos respondents said: Management is honest and ethical in their business practices.¹



91% of Glaukos respondents said: Our executives fully embody the best characteristics of our company.²



91% of Glaukos respondents said: I 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.³



87% of Glaukos respondents said: Management is approachable and easy to talk with about issues related to ethics, integrity, and doing the right thing.³

¹ According to 100 Best U.S. Companies Benchmark, 92% of respondents said this. ² According to the 100 Best U.S. Healthcare Companies Benchmark, 88% of respondents said this. ³ No benchmark available for this metric.

ETHICS AND COMPLIANCE

Company. Our written contracts with distributors require both parties to comply with laws, including anti-corruption and export laws. We also assign online, interactive training on anti-bribery and anti-corruption to all our new and renewing third-party distributors.

Glaukos also engages U.S. health care professionals to provide legitimate consulting services if they possess the requisite qualifications, experience, special knowledge, or capabilities. The consulting services and related payment rates are subject to a needs assessment approval process and fair market value evaluation. All new and renewed distributors and U.S. health care professional consultants are subject to pre-engagement and ongoing sanction, debarment, and adverse media screening.

Marketing Practices

Glaukos has adopted several marketing practices policies and procedures, including our Code of Ethics on Interactions with U.S. Health Care Professionals, Unsolicited Off-label and Pre-approval Medical Information Requests, and Veeva Vault QualityDocs End User Standard Operating Procedure.

We've designed our policies and procedures to ensure our marketing materials and practices are transparent, lawful, truthful, on-label, and not misleading.

Appropriate personnel, including sales, marketing, professional education, and market access employees, receive training on related topics such as on-label marketing, reimbursement and patient support activities, 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 approves written marketing materials to ensure product information is truthful, not misleading, accurate, balanced, responsible, 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 suspected violations to their supervisor, Human Resources, the Chief Compliance Officer, or through our anonymous third-party managed reporting hotline, accessible 24/7 via the web or a toll-free number. The hotline is available on our website to all employees, investors, suppliers, and other interested parties and is accessible globally in several local languages. Employees receive email reminders about this hotline semiannually.

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 being mindful of the privacy rights of those involved and the confidentiality needs of the Company. 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 endeavor to 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.

Progress Toward our Goals

2023 Goals
Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors
Annual certification of Code of Business Conduct and Ethics by 100% of employees

In 2023, we reached our goal of 100% completion of anti-bribery/anti-corruption training by all 21 of our new or renewing third-party distributors. We strive to achieve this goal again in 2024 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 874 employees, which constitutes 100% of our active employees as of December 15, 2023, 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 2024.

We also plan to review and refresh our Code of Business Conduct in 2024.

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 use a consistent high-level strategy to manage all our sites, but there are tactical differences based on regional variability. We believe that our responsible procurement practices help promote ethical economic growth in the communities and regions in which our suppliers are located.

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 are sometimes tasked with teaching suppliers how to manufacture our products properly. 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.

As a highly innovative company, we are constantly evaluating our internal manufacturing capacity against our development pipeline's long-range sales forecast and cadence of new products. We do this to prepare for the regulatory process of securing FDA site approvals. 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.

Our critical suppliers are primarily based in highly regulated countries, including the EU, the U.S., and Japan. This results in slightly higher manufacturing costs, but it also contributes to increased sustainability throughout the manufacturing process and decreases our procurement partners' risk of irresponsible manufacturing.

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

to minimize risk. We follow our Quality Procedures to qualify additional distributors and govern our business relationships.

We also manage critical materials by secondary sourcing as needed. FedEx is our preferred logistics provider. We renegotiate our logistics contract annually and evaluate additional external bids regularly.

As part of our Quality Procedures, we conduct a risk assessment on all Glaukos suppliers 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), certification to 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 critical suppliers (Risk Level 1), 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 critical suppliers (Risk level 1) of commercial products annually. We also audit our lower-risk suppliers of commercial products periodically based on the established risk assessment. Additionally, we perform audits to qualify suppliers and to address supplier caused problems commensurate with risk.

During the audits, we 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, which includes training as a key component. We use

RESPONSIBLE PROCUREMENT PRACTICES

information gathered during the audits to confirm that our suppliers meet our standards and address potential gaps and opportunities for improvement.

Glaukos sources primarily from the U.S., E.U., and Japan, all of which have high child labor and human rights standards, limiting our risk of human rights violations. Because Glaukos utilizes materials that need to be bio-compatible, the use of copper, cobalt, lithium is also negligible. Further, Glaukos does not source materials from high-risk regions.

We issue Supplier Corrective Action Requests (SCARs) to suppliers in which we identified concerns during the audits and throughout the year. Issuance of a SCAR is commensurate with risk to Glaukos. A SCAR provides suppliers the opportunity to formally document the root cause of an issue and its remediation plans. The problem-solving process for the SCAR includes containment/correction, root cause investigation and identification, corrective action, and verification of corrective action effectiveness.

Our standard practice is to enter into quality agreements with all critical 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. 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, to ensure compliance with the Drug Supply Chain Security Act (DSCSA), which serves to minimize the threat of counterfeiting.

Glaukos products must be packaged in a way that maintains integrity and temperature. Additionally, Glaukos must perform Leachables and Extractables (L&E) testing for our packaging materials to ensure packaging materials do not leach into the products. Instability or inconsistency of packaging materials will not allow Glaukos to pass L&E testing.

As we are FDA-regulated, Glaukos must also maintain virgin (or unrecycled) materials in packaging. Packaging qualification requires validation out to three years consistent with product stability or shelf life.

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

TWO-SITE DISTRIBUTION MODEL



To reduce costs and emissions for delivery of our Glaucoma device products, we collaborated with FedEx to develop a two-site distribution model. We utilized our enterprise resource management system, Oracle, to develop electronic data exchanges for the second distribution site, which began shipping in May of 2023. Between May and October of 2023, we increased shipments from 0% up to 60% site split distribution. This resulted in reduced freight costs and reduction of total air miles for products shipped to the Midwest and East Coast (products were shipped from second distribution site in Tennessee instead of shipping from California).

RESPONSIBLE PROCUREMENT PRACTICES

COMMERCIAL SUPPLIER POLICIES

Policies are provided to each of our commercial suppliers and affirm that we expect our suppliers 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
- Compensate employees and operate in compliance with applicable wage, work hours, overtimes, and benefits laws and regulations
- Prohibit child labor
- Not engage in unlawful discrimination, harassment, or abuse of any kind
- Provide a safe, healthy, and sanitary work environment in compliance with applicable laws and regulations
- 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
- Cooperate with us to ensure the smelters from which they source operate responsibly

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 [2022 Conflict Minerals Report](#), we determined that 332 of the approximately 344 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).

We are engaged in discussions with the remaining suppliers to ensure its 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). 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

2023 Goals

In 2023, reduce percentage of Glaucoma medical device product transported via air by developing 2nd site distribution center (2021 as baseline)

In 2023, convert Corneal Health *Photrex* cross-linking kits' packaging and shipment materials to biodegradable materials, reducing waste and implementing cost savings

In late 2023, Glaukos began implementing the 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 2nd site 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 reduced shipping costs and elimination of approximately 6.4 million air miles. This contributed to reduced emissions associated with those flights amounting to a total CO₂ CHG emission estimated at 1,286 tons.

In 2023, we worked on converting Corneal Health

Photrex cross-linking kits' packaging and shipping materials to biodegradable materials while maintaining integrity and temperature, hoping to eliminate waste and potentially reduce costs. Unfortunately, our *Photrex* CXL kits biodegradable packaging was not able to maintain regulatorily specified temperatures.

In 2024, we will continue working on finding alternate biodegradable products that meet our packaging and transportation requirements for Corneal Health products. We also plan to update our R&D design development documents to include requirements to evaluate sustainability in all future product design and packaging. Further, we have a longer-term goal to eliminate paper instructions for use (IFUs) currently included within our product packaging and switch to electronic IFUs for all medical devices by 2027 to create a more sustainable product package and reduce manufacturing costs.

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 cybersecurity incidents.

Our cybersecurity team is a part of our Information Technology (IT) department. Our head of IT reports directly to the CFO and 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. In order to enhance internal expertise, members of our Information Technology (IT) department maintain various cybersecurity-related certifications including Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), and Certified Data Privacy Solution Engineer (CDPSE).

We also maintain written incident response and security policies that seek to ensure we are protected and ready to

respond should a security incident occur, each of which were updated last year. Incidents are investigated and analyzed for potential impact. If impact is present, the appropriate departments, key employees, and executive management team members are notified as part of the incident response process.

Our incident response plan coordinates the activities we would take to respond to and recover from cybersecurity incidents, which include processes to triage, assess the severity of, escalate, contain, investigate, and remediate the incident, as well as to comply with potentially applicable legal obligations and mitigate potential liability and reputational damage. If appropriate, incidents may be reported to senior management, the Audit Committee, or the Board.

NIST
National Institute of
Standards and Technology
U.S. Department of Commerce

Glaukos' Security Program is structured around the industry standards for security, including the National Institute of Standards and Technology (NIST) and the ISO 27001

We also have specific cybersecurity risk assessment processes that help identify our cybersecurity threat risks, including comparing our processes to industry standards

and periodic third-party assessments of our programs. We compare our Information Security Program with industry standards, including the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and ISO 27001. In addition to tracking best practice frameworks, we work with several trusted third parties to help us review, assess, and continue to enhance our cybersecurity program.

In 2023, we worked with external consultants to perform a gap assessment of our cybersecurity program, the results of which were used to inform our risk assessment and develop our mitigation plans.

Glaukos applies a risk-based approach to enhance security and reduce risk in the Company's networks, systems, products, and information against evolving cyber threats. Cybersecurity risks are integrated into the enterprise risk management process. The enterprise risk management program is updated to the Board Audit Committee on a semiannual basis.

To prevent unauthorized use of software by employees, new software is evaluated for risk and approved by the Software Approval Board before purchase or installation on Glaukos systems. The Software Approval Board is made up of cross-functional members from Quality, Internal Audit, Information Security, Business Systems, and R&D to help determine risk and impact of any potential newly proposed software.

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. The [Privacy Policy](#) can be reviewed on the

CYBERSECURITY AND DATA PRIVACY

Glaukos corporate website. 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 and education emphasizes user awareness, focusing on phishing, malware, and security best practices. Glaukos conducts annual cybersecurity training for new and existing employees. We aim to continue this training annually.

We also conduct email phishing testing exercises to help employees identify and safeguard against phishing attacks



of Glaukos users
completed annual
cybersecurity training
in 2023

that are routinely used by threat actors. Beginning in 2022, we expanded this training to take a more risk-focused approach.

Employees that fail our phishing testing at higher frequency are assigned to a high-risk group level. These groups are then assigned additional and more in-depth training to help drive the effectiveness of our Security Program by providing additional training to those who may need more guidance.

In 2023, 100% of the employees who failed our phishing testing completed the additional assigned training. Information security training is adjusted to address

deficiencies based on testing outcomes. We inform all employees of our information security policies and make our Glaukos Information Security Policy available to all employees through our enterprise training system.

Progress Toward our Goals

2023 Goals

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 further mature our cybersecurity program. As part of this process, we have created a list of our cybersecurity risks and mapped them to the associated NIST controls. We will then use software to track and manage our security programs alignment to NIST, ISO27001, and other well know cybersecurity frameworks best practices and prioritize future enhancements to our cybersecurity program.

PRODUCTS

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

- Completed
 - ◐ Partially Completed
 - ◑ On Track
- New 2024 Goals Bolded

	GOALS SET IN 2023	YE 2023 STATUS	GOALS SET IN 2024
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 and Patient Safety training
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	Increase number of patients who receive assistance from one of Glaukos' assistance programs	●	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

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

Glaukos assures excellence in product quality through our QMS. Our QMS entails an effective and independent quality organizational structure, Quality Manual, policies, operational guidance documents, robust processes, and sufficient resources to effectively deploy and oversee compliance to our QMS. Glaukos maintains Medical Device Single Audit Program (MDSAP) ISO 13485, the EU full QMS ISO 13485 and EU Medical Device Directive (MDD) (CE mark) certificates for its applicable products. Our Quality Assurance teams closely monitor our suppliers, incoming materials, in-process manufacturing, and finished products to ensure that released products meet all established quality and safety specifications. Our Quality Engineers work to ensure all design elements, supplier oversight, and software systems operate in a state of control.

Glaukos continues to invest in our QMS, assessing the systems used across our sites and moving forward in the next stage of integration. Glaukos strives to optimize compliance efforts and is progressing toward alignment on a single, common platform across our sites for several QMS elements.

In preparation for the new drug product application for iDose TR, Glaukos QMS was upgraded with new software tools, experienced Quality personnel with both pharmaceutical and combination product experience, and additional systems that address the unique pharmaceutical regulatory expectations.

In 2022, Glaukos deployed a new, custom-configured TrackWise Digital platform to manage many of the key QMS elements of a hybrid pharmaceutical and medical device QMS. In 2023, Glaukos made further updates to the TrackWise Digital Platform. This enhancement provided a number of improvements, including automated notifications,

QMS TRAINING



Employee training is a key factor in successfully implementing the QMS. All Glaukos employees receive comprehensive, ongoing training throughout the year specific to their role to ensure they uphold the highest quality and safety standards. Employees undergo periodic retraining that requires learners to demonstrate their comprehension and capability. Glaukos uses a combination of traditional and on-the-job training to provide employees with a well-rounded understanding of their roles.

integration with Oracle PLM, and integration with the Maximo asset management software. In 2023, Glaukos updated its Quality internal audit program to ensure regular external product/service safety audits were assessed yearly using a risk-based approach. Collectively, these optimizations enhance efficiencies and make sustaining regulatory compliance simpler.

In 2022, Glaukos successfully harmonized the complaint management process for Glaucoma and Corneal Health by establishing a global call center to intake customer complaints, adverse events, medical information requests, and other customer feedback.

PRODUCT QUALITY AND PATIENT SAFETY

With this, in 2023, Glaukos was able to streamline the intake of inquiries, complaints, adverse events, and customer feedback to ensure prompt and timely investigation. In 2023, Glaukos saw a reduction in investigation times, resulting in improved metrics while ensuring timely customer responses. In 2023, Glaukos further enhanced the complaint management system by adding fields to better analyze the complaint data. Investments in

iDOSE MANUFACTURING FACILITY



In 2023, Glaukos completed the expansion of its San Clemente manufacturing facilities in preparation for FDA approval and commercial launch of iDose TR, a revolutionary, micro-invasive, injectable treatment for the full range of glaucoma severity. The expansion included the addition of dedicated rooms for drug formulation and filling and required development of highly innovative equipment and processes designed to overcome the challenges of handling micro-size devices and drug fill, such as precision micro-fluidic dispensing equipment and proprietary drug micro-container closure equipment.

Encompassing approximately 134,000 square feet of manufacturing, warehouse and office space, the state-of-the-art facilities are fully operational and compliant with appropriate regulatory, CMC and ISO 7 guidelines.

systems, processes, and training enabled our ongoing 100% on-time regulatory reporting obligations even while the product portfolio continues to grow.

In 2022, Glaukos enhanced the quality training management system by increasing visibility to training compliance through dashboards and reports. This improved the overall useability of the system for trainees and yielded improvements in timeliness and compliance with quality training requirements. In 2024, we will seek further advancement in training effectiveness and enhanced learning opportunities and growing technical and compliance knowledge across the organization.

In 2023, Glaukos implemented Veeva Vault QualityDocs (QD) as the global document management system. Veeva Vault QD is used as Glaukos' document management system for creating, maintaining, viewing, retrieving, and storing controlled documents. With this tool, Glaukos is well-positioned with a scalable, compliant platform that will serve our employees across the organization for years to come.

Glaukos currently performs several in-house analytical tests using robust, validated analytical methods. We rely on qualified third-party laboratories to test the remaining samples for raw material acceptability, finished product stability, environmental monitoring, and product microbiological testing. As our business continues to grow, so does the demand for more analytical and microbiological testing, which is why we are expanding our in-house testing capabilities. Glaukos continues to invest in and grow our in-house analytical and microbiological laboratories and the automated technologies necessary to assure strong data integrity.

In 2022, Glaukos began construction on a substantial laboratory expansion that doubled our available square footage and increased our capacity to perform in-house testing. We purchased additional analytical instruments that were qualified when the expansion was completed in 2023. With these investments, Glaukos has completed the equipment/instrumentation installations, qualifications, and analytical method transfers necessary to reduce turnaround time for sample testing, reduce costs associated with required testing, and reduce the environmental impact of routine sample shipments to various external qualified testing centers.

As planned, in 2024, the Glaukos Quality Control Laboratory will expand internal testing of key raw material, in process, and finished product testing, where appropriate, thereby reducing our costs per test and turnaround time on results reporting and reducing the environmental burden of shipping samples from each incoming raw material and finished goods batches to various third-party laboratories for testing.

PRODUCT QUALITY AND PATIENT SAFETY

Post-Approval Quality Management

Exceptional patient outcomes and safety are our primary focus. We provide validated pathways for patients or clinicians to report any complaint or adverse event to our team of medically trained professionals. These same 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, further optimizing the materials used in the construction of our products, enhancing manufacturing processes to prevent or reduce the likelihood of recurrence, enhancing our robust surgical training program, and ensuring clarity of labeling and instructions for use.

Glaukos has established a reputation for exceptional patient safety. Based on the detailed analysis of the post-marketing surveillance data for 2023, that success continues. In 2023, there were no significant negative trends in patient safety observed for Glaukos' portfolio of products.

Glaukos hosts several routine inspections by governing health authorities to ensure our programs comply with applicable regulations. In 2023, Glaukos demonstrated our continued commitment to compliance with all applicable governing bodies through successful inspection outcomes. Inspections by regulatory bodies of Glaukos' Quality Management System concluded no incidents of non-compliance with established regulations for our post-marketing surveillance programs. We use customer feedback and clinician use experiences, in addition to reported patient and clinician safety information, to improve our products and, ultimately, patient safety. Glaukos invests in tools to capture customer feedback and analyze the data.

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

PATIENT SAFETY STATISTICS

Glaukos has established a reputation for exceptional patient safety. Based on the detailed analysis of the post-marketing surveillance data for 2023, that success continues. In 2023, 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

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. 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. We also use market feedback to optimize product design. Market data is continually reviewed to ensure the continued safety and efficacy of Glaukos products that are commercially distributed.

Medical complaints undergo an extensive evaluation process, including gathering information from the complainant, physician, patients, and any other relevant parties.

PRODUCT QUALITY AND PATIENT SAFETY

Once we complete the assessment, we evaluate the complaint for “reportability.” If appropriate, 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, including effectively managing complaints. We track and thoroughly investigate every product complaint we receive as part of our quality management system and medical safety infrastructure. 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. Per Glaukos’ established procedures, we ensure prompt assessment and notification to the appropriate government, regulatory, and health authorities in those countries where there could be an impact.

Progress Toward our Goals

2023 Goals
Zero product recalls
100% of employees complete Quality Compliance and Patient Safety training

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 2023. We aim to reach this goal again in 2024.

One element that helps us achieve superior product quality and safety is robust training. Our annual target is to aim for 100% of employees to complete Quality Compliance and Patient Safety training. This goal strengthens our commitment to product quality and patient safety. All employees completed a quality and patient safety training in 2023.

PRODUCT INNOVATION

Pursuing new customer solutions through innovative, competitive product offerings by allocating resources to research and development, and strategically aligning acquisitions 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 vision care leader. Our internal and external stakeholders expect our developments to improve patient outcomes. From inception, Glaukos' ethos has focused on innovation, seeking to transform vision for patients suffering from chronic eye diseases. Continuing to innovate successfully will provide a competitive advantage and create sustainable growth opportunities, allowing us to further invest in our R&D

COMMITMENT TO INNOVATION

 **\$500M** invested in research and development since 2018

 **14** disclosed pipeline products, including 11 pharmaceutical programs

 **9** currently commercialized products, compared to one in 2012

programs, clinical initiatives, people, systems, and infrastructure to support long-term value creation and success.

We are planning for a robust cadence of new platform and product introductions over the coming years that have the potential to fundamentally improve eye care treatment options and transform Glaukos over time.

Glaukos' senior management is intimately involved with the 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 platform 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, 2023, we had 14 active disclosed pipeline programs across various R&D and clinical stages, along with additional undisclosed programs (see table on the following page). Of our 14 publicly disclosed pipeline

programs, 11 of them are primarily pharmaceutical (drug) programs. 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](#). We are continuing to successfully invest in and advance our fulsome pipeline of promising innovations of core novel platforms, supported by over \$500 million of self-funded investment into our R&D programs since 2018.

Our thorough 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 and opportunities as well as patient needs.

When we begin introducing a new product, we assign a project manager to guide the development of the product through the pipeline. The project manager is responsible for identifying and managing any challenges throughout the product innovation process. These efforts have taken Glaukos from a single commercialized product, the iStent, in 2012 to nine in 2024, adding the iStent inject, iStent inject W, iLink Epi-off, iPRIME, iAccess, iStent infinite, Radius XR, and iDose TR.

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 for iStent infinite represents a significant milestone for our company and the MIGS

PRODUCT INNOVATION

iSTENT INFINITE



We believe iStent infinite will spearhead our long-held mission to create a new Interventional Glaucoma marketplace that seeks an alternative treatment paradigm to advance patient care and halt the progression of this chronic sight-threatening disease.

market as the first-ever micro-invasive implantable device indicated for use as a standalone glaucoma treatment. Over the course of 2023, we successfully advanced our commercial launch plans in the U.S. for iStent infinite. In the fourth quarter of 2023, we commenced a PMA pivotal trial for iStent infinite in mild-to-moderate glaucoma patients.

iDose Sustained-release Pharmaceuticals

In December 2023, we received U.S. FDA approval for iDose TR, our new, revolutionary, micro-invasive, injectable treatment for the full range of glaucoma disease severity. iDose TR is a first-of-its-kind, 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 response we have received from surgeons and the broader ophthalmic community since we announced FDA approval for iDose TR has been overwhelmingly positive and reaffirms our view that with the launch of iDose TR, we are pioneering a brand-new category of procedural pharmaceuticals that have the potential to reshape glaucoma management as we know it today. We are excited to now be in the initial phases of bringing this transformative technology to market and, in doing so, expanding the treatment alternatives for patients suffering from glaucoma and ocular hypertension.

Looking ahead, we plan to commence a Phase 3 clinical program for iDose TREX, our next generation iDose therapy, by the end of 2024.

iLink Bio-activated Pharmaceuticals

During the second quarter of 2023, we completed enrollment in the second Phase 3 confirmatory trial for Epioxa™, or Epi-on, our next-generation corneal cross-linking therapy for the treatment of keratoconus.

This expeditious enrollment completion, which occurred in less than six months from trial commencement in early 2023, is a testament to the favorable risk-benefit profile of this next-generation therapy as well as our team's hard work in bringing this important rare disease therapy one step closer to patients suffering from keratoconus, a sight-threatening corneal disease. We look forward to following these patients' outcomes as we remain on target for an NDA submission for Epioxa by the end of 2024.

iDOSE TR APPROVED



iDose TR (above) compared to a single drop of IOP-lowering topical medication.

In December 2023, we received FDA approval of iDose TR, a micro-invasive, injectable treatment for the full range of glaucoma disease severity. It is a first-of-its-kind intracameral procedural pharmaceutical designed to deliver 24/7 glaucoma drug therapy for up to three years. The FDA approval represents the successful culmination of a 15-year development journey.

PRODUCT INNOVATION

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 2023, we also continued to advance patient enrollment in two Phase 2 trials for our third-generation iLink therapy.

iLution Transdermal Pharmaceuticals

In January 2023, we announced promising topline results from our Phase 2a first-in-human clinical trial for GLK-301 for the signs and symptoms of dry eye disease (DED) that demonstrated improvement in the quality of tear film (tear break-up time) with corresponding improvement in quality of vision (reduction in blurred vision). Based on these encouraging observations, we plan to advance GLK-301 into a Phase 2b clinical trial in the future.

In the fourth quarter of 2023, we commenced a Phase 2a clinical trial for iLution Travoprost (GLK-311).

Retina XR

In the fourth quarter of 2023, we commenced a first-in-human clinical trial for our retinal intravitreal multi-kinase inhibitor (GLK-401) designed to treat wet AMD patients.

Progress Toward our Goals

2023 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 received FDA approval for iDose TR in 2023, consistent with our previously disclosed FDA approval target. For Epi-on, we remain on track with our previously disclosed FDA submission target by the end of 2024.

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 several new clinical trials in 2023, including (1) a PMA pivotal trial for iStent infinite in mild-to-moderate glaucoma patients, (2) a Phase 2a clinical trial for iLution Travoprost (GLK-311), and (3) a first-in-human clinical trial for our retinal intravitreal multi-kinase inhibitor (GLK-401) designed to treat wet AMD patients.

iDOSE TR CELEBRATION

To recognize our company's significant achievement in securing FDA approval for iDose TR, we held a celebration party at our headquarters campus in Aliso Viejo, CA. The widely attended celebration commemorated iDose TR's 15-year journey from original ideation to FDA approval and included toasts by various members of our senior leadership team who played instrumental roles in the development and regulatory success of iDose TR over the past several decades.

In addition to an entertaining band and variety of food trucks, the event was capped off by a magnificent Glaukos-themed drone show performance that lit up the skies over our beautiful campus and may be viewed [here](#).



PRODUCT INNOVATION

CURRENTLY COMMERCIALIZED 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 / US IDE open	
iDose TR	Ocular Hypertension - Glaucoma	FDA Approved (2023)	
iDose TREX	Ocular Hypertension - Glaucoma	Pre-Clinical	
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	Phase 3	
iLink 3 rd Generation	Keratoconus	Phase 2	
iVeena	Keratoconus	Phase 1	
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	
iPRIME	Viscodelivery	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 the lives of patients 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 should have access to affordable, high-quality care.

Without access to Glaukos' glaucoma and keratoconus treatments, certain patients may be at risk for vision loss.

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 pricing based on value while creating meaningful support programs for and donating our products to economically disadvantaged populations. As our business continues to expand, so will our ability to profoundly impact ophthalmic clinical outcomes and the quality of our patients' lives.

Management Approach

Our Access, Affordability, and Pricing programs are overseen by the Global Marketing, Global Medical Affairs, Market Access, and Patient Services organizations. We carefully consider various factors when determining how best to price our products, including patient total direct medical costs and out-of-pocket costs, lifetime cost-savings generated by our products, the potential improvement of a patient's quality of life, and the investment amount 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 Economics¹, that 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. Studies such as this demonstrate the value created and relative affordability of

our iStent technologies for both our patients and the healthcare system.

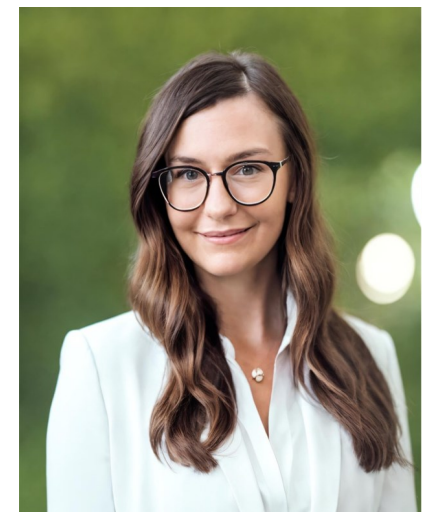
Similarly, in connection with the 2020 price increase of our iLink therapies to treat a corneal health rare disease called keratoconus, we evaluated the value our iLink technology provides to both an individual keratoconus patient as well as the broader healthcare system. For example, a Glaukos supported 2020 study published in the Journal of Medical Economics² modeled the cost-effectiveness of cross-linking (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.

HELPING PATIENTS RECEIVE SIGHT-PRESERVING TREATMENT

"A determined and worried mother reached out for help with her son after he was diagnosed with keratoconus," explained Elly Nguyen, Sr. Patient Support Specialist, pictured here. "They were advised by their ophthalmologist that the disease was progressing but the iLink treatment was not covered by their insurance. The patient's mother contacted Glaukos Patient Services for support. Through the Patient Assistance Program, the Photrex drug was donated by Glaukos, and this young man was able to be treated.

"The mother has shared with us her gratitude for the program and the relief that her son's keratoconus has stopped and that his vision could be corrected to see again. Since being treated he is back to excelling in school and sports - and just being a kid now that progressive keratoconus has been halted! We look forward to helping this wonderful family again with the program as they prepare for their son's second eye to be treated soon."



ACCESS, AFFORDABILITY, AND PRICING

- CXL had lower total direct medical costs (\$30,994 vs. \$39,671, a savings of \$8,677 or 22%).
- CXL was associated with lifetime cost-savings of \$43,759 per patient. CXL was cost-effective within 2 years and cost-saving within 4.5 years.
- Patient quality of life was improved in the CXL group. CXL was associated with a 9% improvement (gain of 1.88 quality adjusted life years) compared to no CXL over the patient's lifetime.

Based on these findings and similar internal evaluations, we modestly increased the list price of the drug used in our U.S. iLink product, Photrex, over the last several years (~8% annual average since 2019, the year we acquired Avedro). Based upon the investment made to bring this orphan drug to market, the continued efforts to expand access to patients with this rare disease, and the researched economics described above, we believe that our pricing strategies are well-supported and will benefit patients.

We provide written communications regarding price increases to customers and relevant insurance payors, emphasizing the significant investments we continue to make to broaden patient awareness and access to our iLink therapy and to develop 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 disease severity product. iDose TR is a first-of-its-kind, 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.

We believe iDose TR offers a compelling value to patients. Various factors, including a robust set of internal pharmacoeconomic analyses, helped support our initial pricing strategy for iDose TR, which also reflects the significant investments we have made to develop and make a new game-changing therapy for glaucoma patients. We believe iDose TR provides a strong value proposition for physicians and payers as one of the most cost-effective procedural pharmaceuticals in ophthalmology when annualized based on its design to deliver up to 3 years of drug therapy.

With the launch of iDose TR, we recognize a responsibility to support broad patient access. To support this critical focus of ours, we have invested more resources in our robust patient services team, known as Glaukos Patient Services (discussed further below), that is designed to help support patients and their providers through their treatment

iDOSE YOUR DOSE PROGRAM



Glaukos is committed to ensuring that every eligible patient who may benefit from iDose TR will have access regardless of insurance coverage restrictions or the patients' ability to pay. As such, we have built an all-encompassing, comprehensive patient advocacy and access program to support this goal. As part of this, Glaukos is proud

to highlight the iDose Your Dose philanthropic initiative. For every iDose TR sold, Glaukos pledges to make available an equal number of iDose TR units for qualifying charitable donation requests in the U.S. and around the globe for recipients that satisfy independent eligibility requirements.

journey by providing a system inclusive of patient education, insurance counseling, financial co-pay assistance for eligible patients, and comprehensive market access support, including billing and coding assistance. We will also have Specialty Pharmacy options available for our customers.

For certain products, we offer discounts and /or rebates to customers based on volume or other metrics and have pricing schemes that differ depending upon the site of service and the reimbursement environment in a particular geography. Our pricing terms are considered confidential information, and our customers agree contractually to maintain such confidentiality. Lastly, we educate optometrists on keratoconus and partner with the leading patient advocacy organization, National Keratoconus Foundation, to help improve patient awareness.

Additionally, Glaukos has reinvested more than 30% of global sales into research and development activities over the last five years to relentlessly advance the treatment of ophthalmic diseases and disorders. Furthermore, given the significant lifetime cost-savings per patient and the broad reimbursement available for our products, we are confident that Glaukos' therapies represent valuable treatment.

Patient Services

Glaukos Patient Services (GPS) began in 2022 as an initiative designed to help patients in navigating the journey from suspicion of having keratoconus to diagnosis and treatment. GPS works with patients, their legal guardians, and eye care providers to provide high-

ACCESS, AFFORDABILITY, AND PRICING

quality patient education to explain the importance of early detection and intervention. GPS also helps patients understand their individual insurance benefits and inform the patient of financial assistance offerings for which they may qualify, which at times can be challenging given the rare nature of the disease. Importantly, it helps patients avoid treatment delays that may result in worsening keratoconus, as well as unnecessary financial burdens to patients.

The positive reaction from both the patient and healthcare provider community has confirmed our belief that we are making a difference for patients afflicted with keratoconus. In response, Glaukos continued to invest in people and infrastructure to grow the program and expand our offerings. Throughout 2023, GPS expanded across the country and served over 3,000 keratoconus patients in their unique journey to crosslinking treatment. GPS faced the challenge of attracting and hiring people with the right fit for Glaukos and brought in a full team of patient-centric individuals who tirelessly work to find avenues to access and treatment.

SUPPORTING ADVOCACY GROUPS

Because individuals with Down syndrome have a higher risk of developing keratoconus, Glaukos partners with the National Down Syndrome Society to raise awareness and encourage early diagnosis and treatment. In addition to supporting the nearly 2,000 walkers at their annual New York City Buddy Walk for the second year, Glaukos also sponsored the National Down Syndrome Societies' (NDSS) 2023 Adult Summit in Cincinnati, Ohio.



The NDSS Adult Summit was an interactive conference that discussed the topic of aging and Down syndrome through a whole-person, comprehensive approach addressing the needs of teens and adults with Down syndrome by providing practical resources, materials, and educational and vendor opportunities for individuals, families, caregivers, and professionals.



GPS has led the Glaukos organization to a deeper understanding of the complexities that patients with sight-threatening diseases face and expects to further expand its efforts in 2024.

Access, Volunteerism, and Charitable Giving

In the United States, Glaukos is committed to providing patients access to our glaucoma and corneal health technologies by:

- Ensuring that payers understand the social and economic value of preserving sight and including Glaukos' treatments in their members' benefits;
- Collaborating with patient advocacy organizations to educate and empower their members to seek and receive sight-preserving treatment options;
- Helping patients understand their diagnosis and assist with navigating their treatment journey, including connecting them with patient advocacy organizations;
- Offering a Patient Savings Program (PSP) to assist commercially insured patients with their out-of-pocket cost burden; and
- Providing donated products through programs like our Patient Assistance Program (PAP) for qualifying under-insured and uninsured patients who fall below 400% of the Federal poverty income level.

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

- Donating devices to surgeons doing surgical missions in a cumulative total of 53 different countries in collaboration with 134 cumulative charity organizations in order to help underserved glaucoma patients;
- Fostering and expanding a robust network of ophthalmologists who do surgical missions and, where applicable, connecting them with local international resources; and
- Establishing surgical training opportunities for untrained surgeons in international countries who often become the first MIGS surgeons in previously unreachable countries and regions.

In addition, Glaukos increased distribution of our Photrex drug kits through specialty pharmacy channels in 2023 which streamlined use of the PSP. Those changes resulted in easier access to the PSP which provided some patients with a zero out-of-pocket cost burden for this product. Glaukos also partners with high-risk glaucoma patient groups to provide support and raise awareness. For example, in March 2023, Glaukos provided iStent devices, iStent eye models, and training supplies to a glaucoma surgery training program in Indonesia. This program is summarized on the following page.

ACCESS, AFFORDABILITY, AND PRICING

Glaukos Charitable Foundation

The Glaukos Charitable Foundation (Glaukos Foundation), a qualified 501c (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 administers Glaukos' philanthropic activities and creates 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 or contribute to the improvement of the lives of others.

Further, volunteerism and charitable giving are inextricably tied to our Company culture and an emphasis on 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 (VTO) annually to encourage giving back to the communities that we serve. Additionally, employees can donate their Paid Time Off (PTO) to a general PTO bank that we use to assist employees in need but who may not have PTO available to use. As of December 31, 2023, over 3,100 hours of PTO have been donated and over 600 of those donated hours have been distributed to employees who were seriously ill or injured or experienced hardship, including the loss of a loved one, since we introduced the program in 2017. This program allows us to support each other in times of need.

Progress Toward our Goals

2023 Goals

Increase number of patients who receive assistance from one of Glaukos' assistance programs

To ensure that our sight-preserving products are accessible to patients from underserved populations,

Glaukos has established a culture of giving through our PAP. In 2023, Glaukos provided more than 2,500 Photrex kits to uninsured or underinsured individuals for the treatment of keratoconus.

In conjunction with the launch of GPS in the U.S., we were able to increase our direct communications with patients about available assistance programs, serving over 3,000 keratoconus patients in 2023. In 2023, we also donated more than 640 stents and 400 gonioprisms to benefit underserved glaucoma patients across the globe. To date, we have partnered with 134 cumulative humanitarian organizations in 53 different countries, supplying Glaukos products to enable sight-saving surgeries for patients who otherwise would not have access to such care.

Through outreach to ophthalmological charity organizations independently and at academic conferences, as well as individual meetings with physicians affiliated with mission trips, we were able to organically grow the number of countries served and partnerships with humanitarian organizations. We also increased our internal and external communications to better educate employees and the public on the availability of these philanthropic efforts.

Our overall goal with respect to Access, Affordability, and Pricing is to continue to support multiple assistance programs by providing products to support underserved patient populations as well as to donate our employees' time and Company resources to institutions that focus on the betterment of humanity. To that end, we have established several goals for the future including:

- In 2024, help >5000 patients navigate their keratoconus treatment journey;
- Establish processes to make iDose accessible to underserved communities via the iDose Your Dose global 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 and
- By 2030, surpass 10,000 cumulative stent donations and 150 recipient organizations.

ACCESS, AFFORDABILITY, AND PRICING

PROVIDING ASSISTANCE IN UNDERSERVED REGIONS OF THE WORLD

The Glaukos Foundation helps to preserve 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 Indonesia

In March 2023, The Cure Glaucoma Foundation, in collaboration with The Glaucoma Society of Indonesia and Udayana University/Mangusada Hospital, successfully concluded the MIGS Didactic Course and Wet Labs Conference in Bali, Indonesia. This educational initiative focused on training 36 Indonesian surgeons in various glaucoma procedures, with an emphasis on the MIGS procedure. During the three-day event, 22 surgeries were performed. Glaukos was proud to donate 45 iStent devices, 30 iStent eye models and other training supplies to this program.

Conference organizers are hopeful that it will have a lasting impact on glaucoma management in Indonesia as the expertise and experience acquired by these surgeons will inspire others to explore and adopt innovative procedures.

Dr. Tosin Smith, one of the conference organizers, commented on the program's far-reaching effects, stating, "The joy of organizing and delivering this program lies in witnessing the ripple effect it has on physician education and patient care in Indonesia and other countries worldwide. The impact of the program is not only to treat those patients that we see, but to bring those surgeons up to date and provide them with follow up as they get comfortable with these newer glaucoma treatment procedures."



Indonesian clinicians give a "thumbs up" to their March 2023 MIGS training program supported by Glaukos.

Guatemala Mission Trip

The International Eye Institute, Inc. (IEI) is a private non-profit 501(c)(3) organization that provides medical and surgical eye care to people with little to no access to these services. Their primary focus is to develop and strengthen partnerships with hospitals and communities in Guatemala, Honduras, Peru, and Nicaragua. Each year, IEI sends at least two teams to Santiago Atitlan, Guatemala, such as the team led by Dr. David Dance and

supported by Glaukos in November 2023. These teams consist of ophthalmic surgeons, nurses, optometrists, and staff who volunteer their time, talents, and money to provide quality eye care to Guatemalans who otherwise have little or no access to care.

The teams see approximately 1,000 patients and perform approximately 150 surgeries annually, amounting to over \$300,000 worth of donated medical and surgical care. The majority of surgeries are sight-restoring and often life-changing cataract surgeries and/or glaucoma procedures. In addition, the IEI teams support two local Guatemalan doctors who provide a surgical training program for one surgical Fellow each year. This year, the Fellow will return to his home in El Salvador as one of only two surgeons trained in modern eye surgery in the third-largest city in his country. In the words of



The IEI team prepares to treat a 7 year-old patient with bilateral congenital cataracts and 20/100 vision.

Dr. Dance, "we are so proud to have invested in the development of an expert eye surgeon who will be such a gift to El Salvador [...] Partnering with the local doctors and Fellow has allowed us to greatly expand the quality and reach of our surgical mission trips."

Dr. Dance added, "There is great joy in seeing a blind person regain their sight. This is made possible by our volunteers and support from our industry partners, corporations, foundations, and many kindhearted donors. Our teams really do transform the lives of these patients and impact each of their families in a profoundly beneficial way. We, and THEY, are grateful for your generous support. Indeed, when the patch is removed and our patients re-experience sight, they express genuine and unrestrained gratitude which we wish to pass on to you!"



The IEI team completed 89 surgeries during the week-long mission supported by Glaukos product donations.



SOCIAL

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

● Completed

● Partially Completed

○ On Track

New 2024 Goals Bolded

	GOALS SET IN 2023	YE 2023 STATUS	GOALS SET IN 2024
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	●	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
	Expand leadership and employee development for targeted employee groups with the addition of at least three new programs; report employee hours of training globally and learning outcomes for applicable programs by 2024	●	Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities
DIVERSITY AND INCLUSION	As led by our DEI Forum, identify and implement at least two company-wide initiatives and success measures that will expand Glaukos' approach to diversity, equity, and inclusion by 2024	●	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
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	○	Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk identified

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

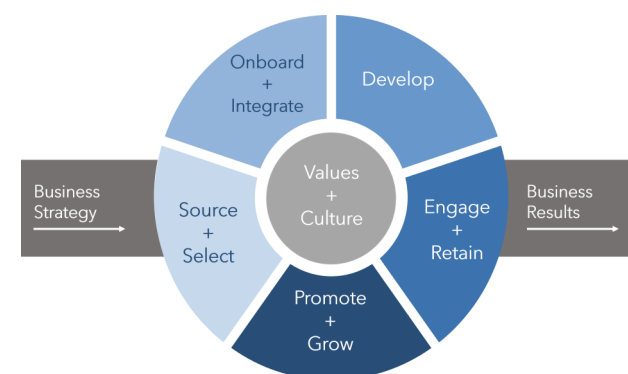
Glaukos is a rapidly growing company. Creating and maintaining a positive workplace culture is vital to attracting and retaining talented employees. Our ability to execute our strategic vision depends upon the talented individuals we employ. Glaukos seeks to create an experience that enables our employees 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 [2023 Form 10-K](#).

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.

In 2022, Glaukos developed and implemented a People and Talent Strategy to support and directly align 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. In 2022, we also designed our Job Leveling Framework, which was implemented in 2023. This process 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.

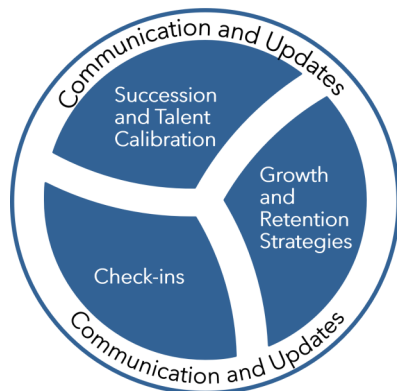
PEOPLE/TALENT WHEEL



In 2023, we used this guide to apply consistent criteria globally across the organization. During 2023, leaders continued to develop their skill in applying the leveling guides within their functions 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 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.

TALENT ECOSYSTEM



TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

We continue to offer our signature leadership development program, Leader Lab. Leader Lab content includes in-person and virtual training and the use of EQi leadership assessment that aligns with the Glaukos Values and Leadership Behaviors. Since its inception in 2021, 86 leaders have completed Leader Lab, and 25 leaders participated in 2023.

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. Additionally, we conduct an annual Great Place to Work survey that provides rich qualitative and quantitative data and has influenced several changes and additions to benefits, training, and workplace amenities.

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. Our DARE Awards recognize Glaukos employees whose actions, behaviors, and achievements exemplify Dream, Lead, and Care. Sponsored by CEO Tom Burns, the Senior Leadership Team reviews and approves award winners. In 2023, 44 employees were nominated, and 10 employees were awarded DARE recognition and cash bonuses.

Glaukos values employee feedback, so for the third year in a row, Glaukos participated in the Great Place to Work employee survey. 83% of our employees completed the survey. 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

DARE AWARDS

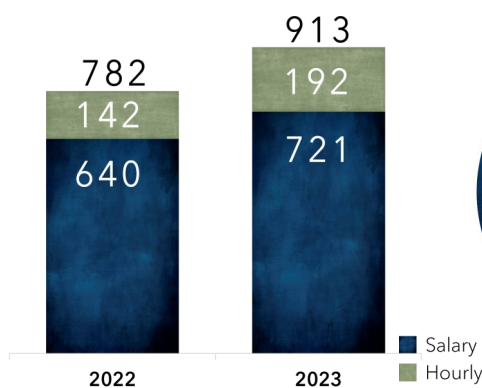


Sr. Scientist II William Tran was nominated for a DARE award for his leadership of an R&D project, moving from ideation to a feasible device. Will accomplished this through creative resourcing, cross-team partnership, and personal dedication, including traveling internationally to train global clinical leaders and support study development and monitoring.

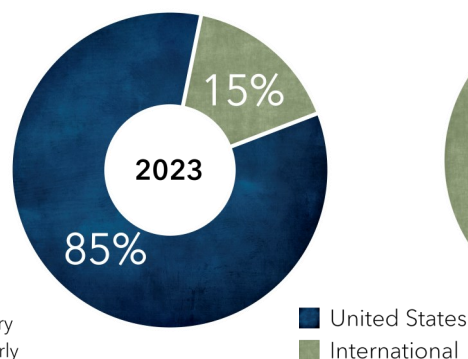
strengths include the categories of Corporate Intimacy and Caring, with especially high results on pride in working at Glaukos and recommending it as a place for others to work, feeling good about the ways we contribute to the community, and customers rating our service as "excellent."

EMPLOYEE STATISTICS

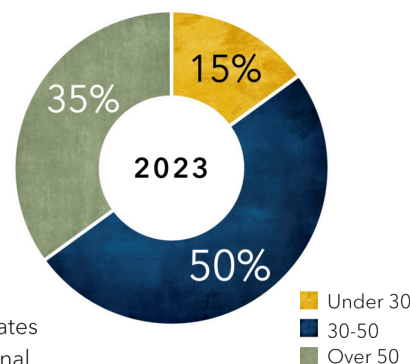
Total:



By Geography:



By Age:



In addition to the U.S., Australia was honored as a Great Place to Work for the third consecutive year. Brazil, France, Germany, Japan, and the U.K. also garnered Great Place to Work designations. Additionally, for the second consecutive year, Glaukos was named Fortune Best Workplace in Biopharma.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

EVENTS AND TRADITIONS



Employees embrace 2023's blockbuster *Barbie* as part of the company's annual Halloween costume contest.

The Glaukos culture is defined and shaped in small but historically important ways through contests, games, and recognition like Halloween costume contests, Friday Food Trucks at the U.S. offices, holiday decorating, a day off on Glaukos Day, and Blueboard awards for milestone service anniversaries. Employees regularly cite these special, fun events as part of what attracts and keeps them at Glaukos.

As in previous years, Glaukos took immediate action on the 2023 survey results, focusing on communication and collaboration. As the company progresses in its growth and expansion, additional learning and development programs and leadership actions are in place to help teams and organizations work even more effectively. The design and implementation of a new SharePoint Intranet

began in April 2023 and launched in January 2024. As a complement to our cross-functional, companywide Major Business Objective process that drives support of business imperatives, we also revamped All Hands Meetings to include more interactive sessions and company knowledge sharing. From a career and development perspective, the "Grow Your Development" class was implemented to help employees and people leaders navigate promotion and development. Three additional learning and development classes were designed and implemented, and we launched Glaukos World Café to promote learning and exploration of Diversity, Equity, and Inclusion topics relevant to all employees.

Employee Wellness, Benefits, and Compensation

Glaukos recognizes that our 900+ employees 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 based on, competitive in, and 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.

SCIENCE FAIR



In December 2023, the Glaukos R&D functions presented a Science Fair to the Board of Directors and employees at the Aliso Viejo, California headquarters. Glaukos scientists and engineers prepared posters and interactive product demonstrations to bring our robust pipeline to life. Employees and board members had fun exploring the product and formulation development processes, the mechanics behind the operation of various devices and testing new products, with guidance and insight from the scientists and engineers who had helped develop them.

Employees shared that interacting with the products increased their connection to our science and our mission. The presenters worked hard on their presentations and took pride in doing so, and it showed! Future science fairs are planned for 2024 for the commercial and manufacturing teams, as well as external collaborators, and beyond.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

- 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 our Company.

We operate with several programs to enable ownership in the Company:

- 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 United States, employees at every level within the organization receive a new hire grant upon hiring 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 2023, 62% of eligible personnel participated in the ESPP program.

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 employees 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 United States, 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. 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,

PARENTAL LEAVE



We are proud that our parental leave benefit remains accessible to all regular, full-time and part-time employees globally, with no minimum eligibility requirement.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

other wellness initiatives include onsite COVID-19 and flu shots for 179 employees in our U.S. offices, biometric screenings, and Wellness Wednesday massage therapy at our locations in Aliso Viejo, CA, San Clemente, CA, and Burlington, MA.

As we continue to expand globally, Glaukos regularly reviews and enhances our benefits to be a competitive employer. In 2022, we improved pension benefits in the U.K., launched pension benefits in Germany and France, and introduced supplemental health insurance in the U.K. and France. In 2023, we enhanced Canadian benefit competitiveness and reviewed all other countries for competitiveness based on their respective markets. Depending on their role and the country in which they work, employees worldwide have access to flexible and hybrid work options.

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.

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

Inspired by feedback from the Great Place to Work survey, Glaukos offers a global shutdown the week of December 25-29. This shutdown does not require employees in most countries to use PTO. Feedback from this initiative has been positive. Some employees in certain functions were required to work during the shutdown and were issued equivalent holiday credits to be used at another time.

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.

Employee Attraction

Glaukos' unique culture, product pipeline, and ever-expanding benefits to attract the best people 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. In partnership with Learning and Development, we introduced "Source and Select"—a complete class for hiring managers to learn and apply more sophisticated methods of preparing for hiring, conducting interviews, and onboarding new hires. 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.

LEADERSHIP TRAINING



Glaukos' signature leadership development programs, Leader Lab and Launch, continued in 2023. Leader Lab was offered to three 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.

Launch was redesigned in 2023 and offered to three cohorts of leaders new to management. Launch offers both basic leadership development skills and management skills related to employee relations and legal requirements.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

DARE TO CARE: PROMOTING A CULTURE OF GIVING AND VOLUNTEERISM

Care, one of three Glaukos core values, was on full display in 2023. We sponsored 21 volunteer events with seven different nonprofit organizations and logged over 650 volunteer hours. In addition, employees around the world adopted 194 families, providing various goods, services, food, and holiday gifts in conjunction with organizations like Beyond Blindness, Families Forward, Variety-The Children's Charity, and Action for Boston's Community Development.

We implemented the first Glaukos "Dare to Care" event in October and employees donated money, clothing, and goods for Friends of Boston's Homeless, Operation Gratitude (supplies for soldiers in combat), Working Wardrobes (grocery and gas gift cards and donated business attire), University of California Irvine (UCI), and the UCI Anti-Cancer Challenge bike rides and walks, Serra's Pantry, Someone Cares Soup Kitchen, Beyond Blindness Golf Fundraiser, and Burlington Lawn Mowers Dream Team.

Employees also donated 415 pairs of eyeglasses to Lions in Sight, donated blood at four Red Cross Blood Drives in Southern California, packaged 37,162 meals at the 2023 Global Sales Meeting, and raised \$68,340 at our annual Thanksgiving Fundraising Campaign for the Orange County Food Bank and the Greater Boston Food Bank.



U.S., CANADA, AND SOUTH AMERICA



EUROPE



JAPAN



AUSTRALIA / NEW ZEALAND



TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

In addition, the talent acquisition team worked with our business leaders to create talent pipelines for roles critical to our business. It is important to Glaukos to focus on developing as diverse slates of candidates as possible. We continue to partner with a veteran's organization that helps match veterans with employers. In 2023, some of our internal Veterans attended job fairs for local veterans in partnership with our Talent Acquisition team, which resulted in the hire of a local veteran in our Operations organization. Our job postings and outreach efforts include diversity- and minority-focused groups and organizations, veterans, and women-focused groups and associations. In preparing our job postings, we use a gender decoder to ensure that we use neutral verbiage. Further, upon receiving a new requisition, our Recruiters highlight the importance of diversity with our Hiring Managers as part of our regular practice before beginning a new search.

In 2023, new employees were invited to attend virtual and in-person "Glaukos Product and Disease State Training," a class that provides all employees with useful information on Glaukos' unique products. Feedback on this class was very positive—overall satisfaction was 95%.

We also utilize social media to reach younger generations of talent. Our social media strategy highlights Glaukos' culture. Some of our shared stories include Glaucoma Awareness Month; Global Health & Fitness Month; Holiday Shutdown the week between Christmas and New Year's Eve; National Working Parents Day; Glaukos Holiday parties; Employee volunteerism; World Keratoconus Day; Great Place to Work and Best Workplace in Biopharma recognitions.

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.

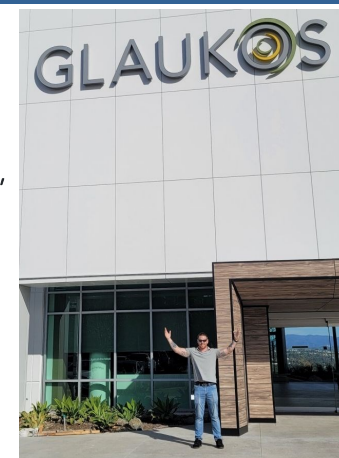
In 2023, Glaukos employees engaged in over 6,000 hours of documented learning and

SKILLS BRIDGE PROGRAM

Knowing that talented people are in all walks of life, Glaukos partners with Skill Bridge, a program sponsored by the Department of Defense (DOD) in which service members gain valuable civilian work experience through specific industry training, apprenticeships, or internships during their last 180 days of service. DOD Skill Bridge connects transitioning service members with industry partners in real-world job experiences.

With support from Glaukos employees Jennifer Ringdahl, Manager, Talent Acquisition, and Chris Damyen, Facilities Manager and former Gunnery Sergeant, former Motor Transport Operations Chief Jacob Mackenzie joined Glaukos as a Facilities Technician in charge of office, clean room and HVAC equipment and facilities maintenance at our Aliso Viejo campus.

"Leading up to the starting day of the Skill Bridge program, I was nervous and excited at the same time because I didn't know what to expect," said Jacob, pictured above. "I was transitioning out of what I've known and done for the past 12 years and into a new role. Even after five months, I find the environment at Glaukos is extraordinary. I couldn't have imagined such a warm welcome and so much overall support."



development across activities and programs in various business, financial, technical, interpersonal, and leadership topics. This represents nearly two times more documented training than in 2022. Over a thousand hours of Good Practices Quality and Compliance training were completed by employees, temporaries, and contractors.

Research indicates that the quality of orientation and longer-term onboarding has

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

JUST-IN-TIME DEVELOPMENT



A visible example of cross-function collaboration and teamwork was the design, development, and implementation of “PAI Readiness” training. The class was created in collaboration with Manufacturing Operations leaders and Learning and Development. Using a competitive game backdrop, participants learned and applied communication skills to effectively interact with external FDA auditors on site. Over 130 participants completed the class, and the results were positive: 54% of participants said that before the class, they felt prepared to interact with auditors; after the class, 96% said they felt prepared or very prepared.

significant, positive impacts on employee engagement, retention, and productivity. Glaukos offers a comprehensive orientation and onboarding program. All new employees were invited to participate in our New Hire

Orientation. We continued to support managers in the hiring process, including a customizable onboarding guide for new employees and managers and one-on-one assistance with benefits enrollment. Central to Glaukos’ success is helping employees understand our industry as well as our growing suite of medical device and pharmaceutical products. 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.

As part of our commitment to quality, all employees directly involved in the manufacturing process complete quality-specific training to ensure we maintain the highest-quality product.

In 2023, we added six new leadership and interpersonal skill development classes and resources: Negotiate to Collaborate, Grow Your Development, Pre-Audit Investigations, Source and Select, Glaukos World Café, and Glaukos Selling Skills. In 2024, our learning and development activities will expand with topics related to Trust, Change Leadership, and Oral Communications.

INTERNSHIPS AT GLAUKOS



“The best part about interning at Glaukos was the strong sense of community. Everyone always has the desire to help, work together, and answer questions. This manifests in amazing learning opportunities. It’s great to have people lean on us, which prepares us really well for our future jobs. It also makes work much more fun, productive, and gratifying.”

– Quote from Summer 2023 intern

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

GREAT PLACE TO WORK...AND STAY



Glaukos carefully analyzes when and where employees are needed and judiciously adds headcount. This is done to optimize company resources and minimize the need for layoffs. Years of positive Great Place to Work employee survey results and our own promotion and turnover statistics paint a compelling picture that this is a great place to work and stay. Compared to peer companies in the 2023 Aon Lifesciences and Medical Device Industry Salary and Turnover Study, Glaukos experienced:

- Overall turnover of 7.5%, compared to overall turnover averages of 24.3%, 21.3%, and 23.3% for Southern California, Northeast states and Central/Midwest states, respectively.
- Promotion rate 50% above average (18.0% vs. 12.4% average promotion rate).

We continued our internship program in 2023. We hired 25 interns, our largest cohort to date. Over a 12-week program, participants had access to peer and leadership networking opportunities, career development training, 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. Our new “Grow Your Development” class is linked to our Check-In focus areas: performance, career, and development goal conversations. Over 60 employees attended this class in 2023.

To further support our employees, we also provide a Career and Performance Check-In job aid with tips and suggestions about writing and updating goals and having meaningful career discussions. Employees and managers work together to create goals that help employees pursue career development and promotion.

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.

Employees and managers in the US have access to online, dynamic tools through Oracle where goals can be stored and updated; outside the US, employees and managers have a document to achieve the same thing. Where appropriate, Glaukos does regular skills assessments to identify potential skill 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.

We continue to enhance and update Succession and Talent Calibration processes. In 2023, we completed Succession and Talent Calibration discussions across the company and identified critical roles and successors where possible. In late 2023, we converted our manual Succession and Talent Calibration system to Oracle to be implemented in Q1 2024.

Glaukos pushes the envelope on learning and captures the traditional idea of a science fair with a new twist. In December 2023, the Glaukos Board of Directors, and employees from the 242-person Aliso Viejo campus interacted with pipeline R&D products and the scientists and engineers who led their development.

TALENT ATTRACTION, DEVELOPMENT, ENGAGEMENT, AND RETENTION

Progress Toward Our Goals

2023 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

Expand leadership and employee development for targeted employee groups with the addition of at least three new programs; report employee hours of training globally and learning outcomes for applicable programs by 2024

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
- Posted open positions internally
- Launched Glaukos World Café to promote exploration of Diversity, Equity, and Inclusion
- Designed and held Major Business Objective (MBO) reviews for better cross-company planning and visibility to company goals.
- Designed and tested new SharePoint Intranet slated for Q1 2024 launch
- Revamped All Hands Meetings to include more interactive sessions and company knowledge sharing
- Designed company benefits slated for Q1 2024 implementation:

- Expanded trackless PTO to include all exempt employees
- Student Loan Repayment Program
- Merge HSA, FSA, Wellness and Student Loan Reimbursement Programs under Fidelity, making it easier to access and manage reimbursements.

- Continued Holiday Shutdown between December 25th and New Years Day
- Maintained hybrid work philosophy

Glaukos also implemented six new employee programs and classes: Grow Your Development; Source and Select, PAI Readiness, Negotiate to Collaborate, Glaukos Selling Skills, Glaukos World Café. Verified employee training hours increased by 60% from 2022, and learning evaluations were designed and implemented for three programs.

For 2024, we plan to continue to identify opportunities for improvement based upon the this year's engagement survey results and to strategically expand the leadership and employee development activities with pilot launch of at least three leadership and employee development activities.

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 diversity 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 DEI Forum, created in 2021, comprises employees representing a mix of genders, ethnicities, geographies, and functional areas. The Forum met six times in 2023 and is sponsored by our CEO, Tom Burns, and chaired by our

Senior Vice-President, Human Resources, and our Chief Development Officer.

The Forum is a community of colleagues who embrace the rich perspectives and experiences that arise from racial, ethnic, socio-economic, sexual, gender, physical, and religious diversity. The Forum exists as an advisory group to:

- Understand our current Diversity, Equity, and Inclusion culture.
- Discuss and recommend new and better resources, tools, and behaviors that nourish a rich Diversity, Equity, and Inclusion culture in which everyone is comfortable at work as their authentic selves.
- Act as visible Diversity, Equity, and Inclusion ambassadors across Glaukos.

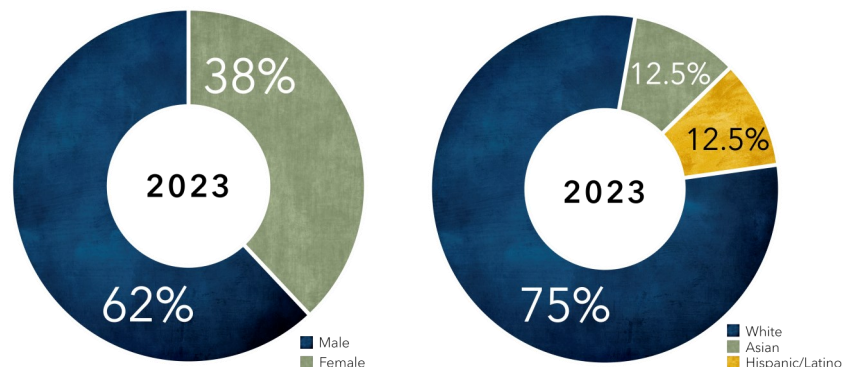
The Glaukos [Human and Workforce Rights](#) policy and Affirmative Action and Equal Opportunity (EEO)

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 the following steps to pursue a diverse and equitable workforce: Glaukos recruits, hires, assigns, promotes, sets compensation, and takes all other employment actions without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

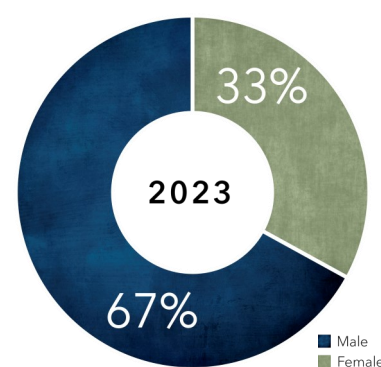
Glaukos uses the lens of DEI throughout the recruitment process. We participate in targeted recruitment of minority, women, veteran, and disabled job seekers by funding online efforts. We also partner with a third-party service, Circa, to pull job openings from our website and disperse them through its Community and Diversity Outreach Program to encourage diverse applicants in our

DIVERSITY STATISTICS

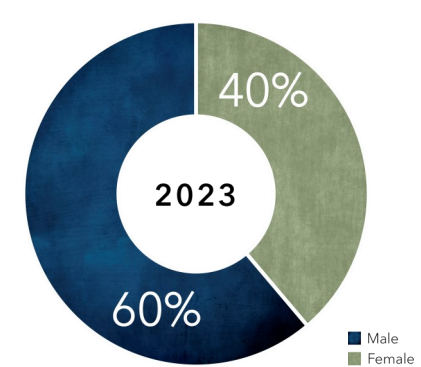
Board of Directors by Gender and Race/Ethnicity:



Senior Management by Gender:



Global Workforce by Gender:



DIVERSITY AND INCLUSION

hiring process. Additionally, when creating job ads, we use a gender decoder to maintain gender neutrality and increase accessibility for diverse groups. Through these efforts, we seek to increase representation in the applicant pool for all workforce levels, including senior management. These efforts help us achieve our commitment to appropriate gender and minority representation within the workforce.

Research indicates that new hires, especially those who consider themselves a minority, are more likely to be slow to acclimate or potentially leave a company if orientation and onboarding are weak.¹ To increase minority employee retention, we enhanced orientation and onboarding systems and processes, utilizing the expertise of a cross-functional team of colleagues responsible for the end-to-end onboarding process. Glaukos believes effective onboarding and orientation are particularly critical to DEI initiatives.

WORKFORCE BY RACE/ETHNICITY



THE PINK GROUP

In 2020, at the height of COVID, Claudia Martins Silva, Market Development Manager Brazil, identified a need to create relationships between and among women leaders that also helped advance learning and business. Thus, Pink was born and its mission is to help female Glaukos and external ophthalmic professionals explore the advancement of technologies in the fight against chronic diseases such as glaucoma.

Claudia sought out each member individually and presented the possibility of joining forces in the Brazilian market, exchanging knowledge and successful practices. The members of Pink have similar interests while having unique roles and all members agree that it is challenging to balance intense work and personal lives. This blending of work and home life issues are explored in Pink meetings. Members take time to share their priorities at home, how they work with patients, and how they keep themselves up-to-date on new technologies.

For example, Pink members explored best practices about adoption of the new MIGS and how this impacted their routine in the office and in the Operating Room. They discussed how to better approach patients, how to be transparent

with information and how to best care for treating chronic glaucoma patients. Although Claudia started the group, other Glaukos female employees facilitated and interacted. Claudia noted, "We have always prioritized women in the "Pink group", so that the language and exchange of experiences reflected the way in which each clinic led by a woman behaves, from patient entry to loyalty and follow-up."



DIVERSITY AND INCLUSION

Our compensation approach promotes similar pay across similar roles in relevant markets. As a result, Glaukos is focused on compensating employees based on their work, regardless of race, ethnicity, or gender.

We are committed to equal pay for equal work. To advance our commitment to internal pay equity and transparency, Glaukos conducts an annual pay equity analysis to evaluate the distribution of merit, bonus, and RSUs. We regularly evaluate pay practices concerning new hires, promotions, and our annual affirmative action program. If we identify any gaps in pay equity, that information is shared with business leaders and addressed accordingly. Starting Jan. 1, 2023, 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 discloses 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 DEI 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

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, is a Certified Diversity Professional (CDP), 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 when and how to identify mentors. For managers planning to interview and hire,

Embed DEI Into Onboarding for Inclusion That Lasts (no date) Training Industry. Available at: <https://trainingindustry.com/articles/onboarding/embed-dei-into-onboarding-for-inclusion-that-lasts/> (Accessed: 01 March 2024).

INAUGURAL DEI LEARNING SESSION

Glaukos was pleased to offer its first formal DEI-related learning session, Glaukos World Café Coffee n' Chat. Using feedback from hundreds of employees globally about the content and design of DEI learning, Glaukos World Café focuses on exploring and discussing DEI topics in a safe, conversational atmosphere.

Glaukos World Café objectives:

- **Learn and Grow Together:** Regardless of where you are on your DEI journey, there's always more to discover. Glaukos World Café is designed to meet you where you are and help you learn and grow.
- **Propel Innovation:** We firmly believe that 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. The Glaukos World Café is a powerful vehicle for us to nurture this culture.
- **Access Resources:** Gain access to a wealth of resources, tools, and information to deepen your understanding of DEI.

Over 80 people enrolled for the first module in a series called "Start with Why: Approaching DEI with Authenticity." We received positive feedback on the session. One question asking, "How would you rate the training experience overall?" received a 4.6 on a 5.0 scale (i.e., 94.6% found it good or excellent) and 97.3% of evaluations found the content valuable to extremely valuable.

To invite participation and create excitement, participants could order a Glaukos World Café mug to bring to the virtual discussion!



DIVERSITY AND INCLUSION

WOMEN IN OPHTHALMOLOGY

Glaukos participates and supports Women in Ophthalmology (WIO) and believes in its mission to enhance and improve the professional environment for women in ophthalmology. Like Glaukos, WIO encourages diversity, impartiality, and economic parity, and strives to cultivate new opportunities for leadership, education, and public service in the field of ophthalmology for current and future generations.

Glaukos employees attended the 2023 Summer Symposium in Marco Island, Florida. "This was a great event to meet women in ophthalmology from all over the country, who come together to support each other" said Jen Lindgren, Regional Business Manager.

Emily Kelly, Senior Regional Business Manager, said "The great thing about this conference is that women are on stage and presenting 99% of the time. They have a seat at the table, and a voice in the room, where so often they are outnumbered. I believe that is how WIO originated - to give women an opportunity to have a seat, and a voice."

Symposium participants were excited about Glaukos' products: "People were thrilled to come by to talk about iStent infinite, and iLink. We had over 40 residents/fellows come through the iStent Inject and iStent infinite wet lab; joined by Dr. Tosin Smith at our station" said Amy Murray, Commercial Area Director.



Emily, Jen, and Amy at the WIO Summer Symposium

Glaukos offers a Source and Select class that includes a section on anti-bias in the hiring and selection process. Furthermore, our leadership development program, Leader Lab, also focuses on coaching leaders to be more inclusive. This program teaches leaders facilitative leadership skills and feedback tools to create a more inclusive workplace.

The 2023 Great Place to Work survey results show our commitment to DEI. Glaukos demonstrated especially strong performance with a 95% positive rating for the statement: "People are treated fairly regardless of their

sexual orientation" and a 93% positive rating for the statement: "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

2023 Goals

As led by our DEI Forum, identify and implement at least two company-wide initiatives and success measures that will expand Glaukos' approach to diversity, equity, and inclusion by 2024

In 2022, the DEI Forum analyzed and identified three primary focus areas to concentrate on that we continued to implement in 2023:

- **Why DEI.** A formal communication led by our CEO and Forum co-chairs to explore and describe what DEI means and why it is important to Glaukos. We shared a "Why DEI" message at our February All Hands Meeting to formally share and explain to employees our approach to DEI and why it is important to the company.
- **DEI Communication.** The Forum will work with corporate communications and colleagues to share progress and updates internally and externally about Glaukos' unique approach to DEI beginning in 2024.
- **DEI Learning and Training.** The Forum identified and sponsored a variety of learning and development resources and tools for employees to understand and apply important DEI-related concepts and behaviors at work that included keynote and lunchtime presentations at our Global Sales Meetings, the use of external DEI consultants for team meetings, and the launch of Glaukos World Café—a global DEI learning program for all Glaukos employees. Glaukos also conducted four "Women's Listening Sessions." A randomized list of women at Glaukos globally was generated and participants were invited to attend a session. The purpose was to share and discuss what the culture at Glaukos is like for females and to use that insight to inform changes to programs and resources.

We will add more communications and learning activities in 2024 to create positive change in our organization. Moreover, we plan to develop strategic and intentional recruitment outreach efforts to diverse candidates.

WORKPLACE HEALTH AND SAFETY

Creating a company-wide culture of diversity, inclusion, and non-discrimination, including in the hiring process. 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

The health and safety of our workforce is a top priority for Glaukos. Through strong management of workforce health and safety, we can continue to avoid injury and illness, while fostering an environment that promotes physical safety and overall well-being to positively impact the lives of our employees.

Management Approach

We take great pride in creating a safe environment for our employees and prioritizing proper oversight to ensure the health and safety of our workforce. We believe a safe working environment will improve employee retention, productivity, and satisfaction. Our Senior Manager of Environmental Health & Safety (EH&S) is responsible for overseeing daily responsibilities related to employee health and safety. The EH&S Senior Manager reports directly to the Senior Vice President of Operations. All our facilities, which include administrative, laboratory, and manufacturing space, are designed to ensure safety for our employees and visitors. Glaukos enacted and enforces the following policies intended to promote safety for our employees:

- Hazardous Waste Handling and Disposal
- Laser Safety
- Injury and Illness Prevention Program
- Chemical Hygiene Program
- Ergonomic Assessments

Our Injury and Illness Prevention Program is the foundation of our overall workplace health and safety programs. It is aligned to OSHA's Title 8 of the California Code of Regulations (CCR), section 3203. While the program is not required in Massachusetts, we do require elements of it for our Corneal Health Burlington location. The program defines key elements for the organization as

it relates to health and safety. These elements include management responsibilities, worker participation (communication), hazard identification and assessment, hazard prevention and control, compliance, and training.

We established a cross-departmental Safety Committee to communicate safety information to their respective teams, act as their department's liaison to bring up safety concerns or questions, and work in collaboration with the Glaukos EH&S Senior Manager to improve safety within the organization. The Glaukos EH&S Senior Manager conducts risk assessments and institutes controls intended to eliminate hazards and minimize risks.

Glaukos is committed to minimizing the risk of employee or contractor fatalities, high-consequence work-related injuries, and recordable work-related injuries, evidenced by our low lost time incident rate.

In accordance with Glaukos' Incident Investigation Program, Glaukos investigates the cause and effect of any injury that occurs in the workplace and takes corrective action designed to avoid similar incidents from happening in the future. Root cause analysis is performed using the "5-Whys" process with the goal of identifying the corrective action most likely to prevent reoccurrence.

Comprehensive training is imperative to keep our workforce safe and prevent potential incidents. Every Glaukos employee completes foundational safety training, and many employees receive additional safety training

that is specific to their role. The safety training includes hazard communication, the use of personal protective equipment, injury and illness prevention, emergency response, and standard operating procedures. We train each employee to identify unsafe conditions and encourage them to report safety concerns to their supervisor, Human Resources, or the Glaukos EH&S Senior Manager immediately. We promote an open-door policy, so our workforce feels comfortable reporting safety concerns. We will continue to review measures we can take to maintain our workplace safety and ensure a healthy environment for our employees.

As we continued to prioritize workplace safety and employee well-being, we developed a new Environmental Health and Safety (EH&S) training program for all our Burlington employees at Glaukos, similar to that which is provided to our employees in California. This comprehensive training initiative aims to provide a general overview of environmental health and safety requirements and guidelines that are essential for our workforce. Just as we prioritize foundational safety training for all employees, this new program will add an extra layer of knowledge, encompassing various aspects of safety measures, including hazard communication, proper use of personal protective equipment, injury and illness prevention, emergency response protocols, and adherence to standard operating procedures.

We are dedicated to continuously reviewing and enhancing our safety measures, fostering a culture of safety, and maintaining a workplace that prioritizes the health and well-being of every employee. Through initiatives like this new EH&S training, we aim to reinforce our commitment to providing a safe and healthy environment for all employees at Glaukos.

WORKPLACE HEALTH AND SAFETY

In 2023, the EH&S Inspection program continued in San Clemente and expanded to encompass our Aliso Viejo and Burlington campuses. We continued focusing on high-risk areas, such as laboratories, clean rooms, manufacturing areas, and facility's workshop areas. We successfully maintained an average 85% completion rate each month of the areas requiring inspection across all three sites. We also conduct safety risk assessments in our highest-risk areas and assess processes and tasks to teach each group how to identify and mitigate risk. Through these efforts, we focus on taking a proactive approach to health and safety.

To maintain a healthy work environment, Glaukos implemented a Communicable Disease and Illness policy.

Since 2020, we require all employees upon beginning employment to sign this policy acknowledging their responsibilities as well as the Company's commitment to prevent the potential spread of communicable diseases/illness in the workplace and protect the wellness of our employees. Glaukos continues to focus on the health and safety of its employees, both at work and in their daily lives. In addition to providing its employees in our headquarter locations with onsite vaccination for COVID-19 and the flu, Glaukos partnered with Kaiser to provide participants biometric testing for blood pressure, total cholesterol, glucose, and BMI calculations. Biometric screenings help participants establish a baseline against other potential health issues and provide a clear picture of their overall health.

SAFETY CULTURE

At the heart of our organizational values lies a commitment to prioritizing injury and illness prevention, fostering a culture where safety is integral to every aspect of our operations. Through a multifaceted approach that encompasses training programs, thorough EHS inspections, and engaging wellness initiatives, we have cultivated an environment where safety is embraced as a collective responsibility. This shared dedication is evidenced by our commendable total recordable incident rate of 0.28, demonstrating the efficacy of our proactive measures in mitigating risks and ensuring the welfare of our workforce.

Furthermore, the significant achievement of maintaining two injury-free manufacturing facilities throughout 2023 highlights the effectiveness of our safety protocols. The absence of lost-time injuries since 2020 further validates our ongoing commitment to promoting employee health and safety. As we continue to uphold safety as a core value, we remain steadfast in our pursuit of maintaining the highest standards of occupational health and safety, fostering a workplace culture where safety is prioritized and employees are empowered to contribute to a safer working environment.



Progress Toward our Goals

2023 Goals

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 aimed at implementing an annual initiative to mitigate the primary risk highlighted in our yearly health and safety risk assessment. As part of our ongoing commitment to prioritize workplace safety and reduce the likelihood of work-related injuries among employees and contractors, this year's focus of our annual risk assessment centered on the safe handling of potent compounds utilized by our research and development team.

Each compound possesses unique characteristics, presenting distinct potential risks to individuals handling the materials and those in close proximity. To address these concerns comprehensively, Glaukos will construct a dedicated laboratory room specifically designed for handling potent compounds. This dedicated space will feature powder containment hoods engineered to safeguard employees against airborne contamination during material handling. Access will be restricted solely to authorized personnel trained in working with these materials, and stringent personal protective equipment requirements will be mandated within the space to further mitigate potential risks to employees.



ENVIRONMENTAL

Environmental impact is a fundamental consideration across all Glaukos operations.

- Completed
 - Partially Completed
 - On Track
- New 2024 Goals Bolded

	GOALS SET IN 2023	YE 2023 STATUS	GOALS SET IN 2024
	Expand ISO 14001 Certification to Burlington site by 2024	●	Maintain ISO 14001 Certification for San Clemente and Burlington sites
	Create GHG inventory for Scope 1 and 2 GHG emissions data by 2023	●	Establish standard design guidelines for new facilities to evaluate energy efficiency and other environmental considerations

ENVIRONMENTAL

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

Environmental impact is a fundamental consideration across all Glaukos operations. From formal initiatives and goals to promoting a culture of environmental consciousness, Glaukos has progressed in our aim to increase awareness of environmental impact while simultaneously decreasing our relative impact.

Management Approach

Glaukos' Environmental Health and Safety Policy outlines our commitment to protect the environment and comply with applicable regulations and our established internal company management systems. We aim to reduce our impact on natural resources and drive continuous improvement to enhance our environmental performance.

To mitigate our environmental impact, we strive for efficiency throughout our operations, particularly in energy usage in our California facilities, which accounts for most of our impact. We comply with California's Title 24 Building Energy Efficiency Standards for new construction and when making building modifications. Our Senior Manager of EH&S oversees environmental compliance associated with waste, emissions, and discharge of chemicals. The Senior Manager of Environmental, Health, and Safety (EHS) delivers biannual reviews concerning energy usage, hazardous waste management, and pertinent environmental challenges with the executive team, including the CEO.

Glaukos conducts environmental risk assessments to identify and mitigate risk proactively. We monitor risks to ensure we are in the best position to avoid negative impacts. Environmental risk assessments are part of Glaukos' commitment to continuous improvement. Health and Safety (EHS) inspections have been implemented across our three campuses. These systematic inspections,

which must be completed monthly, serve as a proactive measure to assess designated areas within each facility, preemptively identifying and addressing potential safety or environmental risks, thereby averting potential issues before they escalate. Nevertheless, we continue to

monitor them and assess how our continued growth as an organization and business will impact or have already gone through impacts by environmental risks. We utilize our Environmental Management System (EMS) to minimize the effect of our operations on the environment.

EV CHARGING

At Glaukos, we believe in not only supporting our employees' professional growth but also aligning with their values, particularly when it comes to environmental consciousness. The installation of electric vehicle (EV) chargers at our Corporate Headquarters exemplifies this commitment.

Hearing from employees who utilize our EV chargers daily, reinforces our belief that sustainability is a collective effort. By providing this infrastructure, we not only demonstrate our support for eco-friendly transportation but also actively contribute to lowering the carbon footprint of our workforce.



Our encouragement of EV usage not only aligns with individual preferences but also serves a larger purpose of reducing fossil fuel consumption and greenhouse gas emissions. As the number of EVs on the road continues to rise, Glaukos remains dedicated to fostering a workplace environment where employees can feel proud to make environmentally responsible choices every day.

Employee Kevin Massey said, "I am extremely grateful that Glaukos has installed EV chargers. I use them every day to charge my vehicle. This shows that Glaukos supports my values and is committed to being environmentally friendly. Glaukos is lowering the carbon footprint of its employees because we are encouraged to drive our EVs to work, hence contributing less fossil fuel and greenhouse gas emissions. Glaukos supports the increasing number of EVs on the road."

ENVIRONMENTAL

Glaukos also manages and monitors environmental performance through ISO 14001 and has successfully certified all our manufacturing facilities to the standard, signifying our commitment to environmental management system standards.

Climate Change Risks

At Glaukos, we aim to maximize our positive impact on patients with our innovative products while minimizing our environmental footprint. To achieve this, we have identified and calculated our Scope 1 and Scope 2 GHG emissions. 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 work-in-progress and 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.

Energy and GHG Emissions

We have a Building Management System (BMS) in place at our Aliso Viejo facility with several features to reduce our environmental impact. Our BMS allows us the ability to schedule and control heating and air conditioning in the building and limit the use of natural resources to when the building is occupied. The system takes away the use of local thermostats which allows the BMS to adjust, so each area is working together to achieve a comfortable temperature. This eliminates one area from being in cooling mode while another adjacent area is heating.

The site also has Mechoshades and Cooper Lighting Systems. Mechoshades are window shades that track sunrise and sunset times with the use of three sensors mounted on the building roof. This system allows for optimum window shade control to reduce radiant heat into the office spaces. The Cooper Lighting Controls system allows for time scheduled and motion sensor control of building lighting. This eliminates using electricity in spaces that are unoccupied.

Scope 1 and 2 assessments have been successfully conducted, encompassing our direct emissions and indirect energy-related emissions. The calculation of greenhouse gas (GHG) emissions has been executed, providing a comprehensive overview of our environmental footprint.

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 2022, we implemented bulking our corrosive liquids waste stream onsite to minimize the frequency of waste disposal pickup trips and containers used for collection and disposal. 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

LIGHTING UPGRADES



At our Aliso Viejo campus, 49 parking lot light fixtures were upgraded from high-pressure sodium lamps to LED with Photovoltaic sensors to automate the lighting controls.

At our Burlington campus, 10 exterior building lights and five parking lot lights were replaced with LED lights in early 2024. The LED lights will use at least 75% less electricity than the metal halide fixtures.

ENVIRONMENTAL

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.

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.

Water

Our water consumption is minimal as it is not a significant part of our manufacturing processes. We utilize water at our facilities for washrooms and landscaping. With operations of our San Clemente pharmaceutical manufacturing site not occurring until late 2023, the potential alterations in water usage are not expected to be immediately apparent. Any discernible changes in our water consumption patterns are not anticipated to become evident until sometime in 2024, following the establishment and settling of our operational activities.

Progress Toward our Goals

2023 Goals

Expand ISO 14001 Certification to Burlington site by 2024

Create GHG inventory for Scope 1 and 2 GHG emissions data by 2023

Glaukos successfully completed the certification process for our Burlington site ahead of schedule. The certification, adhering to the ISO 14001 standard, was achieved in August 2023. Our proactive approach commenced in 2021 with the attainment of ISO 14001 certification at our San Clemente site. Subsequently, our plan aimed to pursue certification for the Burlington site, initially targeting

certification by 2024. The groundwork for this certification journey began with an introductory meeting outlining our intentions in December 2022, followed by the planned onset of active implementation in Q1 2023.

In early 2023, we successfully achieved our 2022 goal of establishing a comprehensive Greenhouse Gas (GHG) inventory encompassing Scope 1 and 2 emissions data for our sites in San Clemente, Aliso Viejo, and Burlington, alongside our international offices in Germany, England, and Japan. This accomplishment serves as a fundamental baseline for guiding our future initiatives. In 2024, these emissions will be thoroughly evaluated to identify potential areas for enhancement and improvement. This evaluation aims to uncover opportunities for optimizing our environmental impact and furthering our commitment to sustainability. In addition, we plan to establish standard design guidelines for new facilities to evaluate energy efficiency and other environmental considerations.

Appendix

SUSTAINABILITY PROGRAM GOALS

GOALS SET IN 2023 ¹		YE 2023 STATUS	GOALS SET IN 2024 ¹
GOVERNANCE			
ETHICS AND COMPLIANCE	Completion of anti-bribery/anti-corruption training by 100% of new or renewing distributors	●	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 by 100% of employees regarding compliance with Code of Business Conduct and Ethics Review and refresh Code of Business Conduct and Ethics in 2024
RESPONSIBLE PROCUREMENT PRACTICES	In 2023, reduce percentage of Glaucoma medical device product transported via air by developing 2 nd site distribution center	●	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 all medical devices (where permitted by regulation)
	In 2023, convert Corneal Health Photrex cross-linking kits' packaging and shipment materials to biodegradable materials, reducing waste and implementing cost savings	○	Conduct engineering evaluation of conversion to biodegradable Corneal Health packaging in 2024
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	◐	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
PRODUCTS			
PRODUCT QUALITY AND PATIENT SAFETY	Zero product recalls	●	Zero product recalls
	100% of employees complete Product Quality training	●	100% of employees complete Product Quality training
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	Increase number of patients who receive assistance from one of Glaukos' assistance programs	●	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

¹ Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum. Bolded goals are new for 2024.

SUSTAINABILITY PROGRAM GOALS

GOALS SET IN 2023 ¹		YE 2023 STATUS	GOALS SET IN 2024 ¹
PRODUCTS (Continued)			
ACCESS, AFFORDABILITY, AND PRICING	Increase number of patients who receive assistance from one of Glaukos' assistance programs		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 of 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
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		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
	Expand leadership and employee development for targeted employee groups with the addition of at least three new programs; report employee hours of training globally and learning outcomes for applicable programs by 2024		Continue the strategic expansion of leadership and employee development activities with pilot launch of at least three leadership and employee development activities
DIVERSITY AND INCLUSION	As led by our DEI Forum, identify and implement at least two company-wide initiatives and success measures that will expand Glaukos' approach to diversity, equity and inclusion by 2024		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
WORKPLACE HEALTH AND SAFETY	Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk		Conduct an annual Health and Safety risk assessment and implement at least one new initiative annually to mitigate the top risk identified
ENVIRONMENTAL			
	Expand ISO 14001 Certification to Burlington site by 2024		Maintain ISO 14001 Certification for San Clemente and Burlington sites
	Create greenhouse gas (GHG) inventory for Scope 1 and 2 GHG emissions data by 2023		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 2024.

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	2023	2022	2021	2020	2019
GOVERNANCE						
Ethics and Compliance	Percentage of new or renewing third-party distributors who completed our anti-bribery/anti-corruption training.	100%	100%	100%	±	±
	Percentage of employees who completed annual certification of our Code of Business Conduct and Ethics	100%	100%	100%	±	±
Cybersecurity and Data Privacy	Percentage of employees who completed annual cybersecurity training	100%	100%	100%	±	±
PRODUCT						
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 Med-Watch 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 (amount in USD of products donated to benefit underserved patients)	\$10.5 million	\$9.6 million	\$7.4 million	\$3.5 million	±
	Cumulative number of countries with patients benefitting from product donations	53	48	45	45	±
	Cumulative number of partnerships with humanitarian organizations	134	120	110+	107	±
SOCIAL						
Talent Attraction, Development, Engagement, and Retention	Number of Employees	913	782	727	640	642
	United States	779	658	614	534	±
	International	134	124	113	106	±

METRICS AT-A-GLANCE

± Information not tracked for these years.

TOPIC	METRIC	2023	2022	2021	2020	2019
SOCIAL						
Talent Attraction, Development, Engagement, and Retention (Continued)	Number of salary employees	719	640	586	524	±
	Number of hourly employees	194	142	141	116	±
	Permanent Employees	913	782	727	640	642
	United States	779	658	614	534	±
	International	134	124	113	106	±
	Female	364	295	271	±	±
	Male	548	487	456	±	±
	Undisclosed	1	0	±	±	±
	Full-time Employees	906	777	±	±	±
	United States	775	654	±	±	±
	International	131	123	±	±	±
	Female	360	294	±	±	±
	Male	545	483	±	±	±
	Undisclosed	1	±	±	±	±
	Part-time Employees	7	5	±	±	±
	United States	4	4	±	±	±
	International	3	1	±	±	±
	Female	4	1	±	±	±
	Male	3	4	±	±	±
	Total New Hires¹	200	144	179	99	±
	United States	92%	88%	87%	83%	±
	International	8%	12%	13%	17%	±
	Female	45%	46%	43%	40%	±
	Male	55%	54%	57%	60%	±
	From underrepresented communities (in the U.S.) ²	47%	52%	50%	46%	±
	Under 30	35%	23%	21%	8%	±
	30-50	50%	60%	59%	64%	±
	50+	15%	17%	19%	28%	±
	Total Promotions³	161	127	90	51	±
	United States	94%	98%	99%	±	±
	International	6%	2%	1%	±	±
	Female	51%	37%	38%	35%	±
	Male	49%	63%	62%	65%	±
	From underrepresented communities (in the U.S.) ⁴	57%	38%	51%	±	±
	Turnover⁵					
	Voluntary turnover rate (%)	5.3%	11%	12.95%	9.01%	±

METRICS AT-A-GLANCE

± Information not tracked for these years.

TOPIC	METRIC	2023	2022	2021	2020	2019
SOCIAL						
Talent Attraction, Development, Engagement, and Retention (Continued)	Involuntary turnover rate (%)	2.2%	0.7%	0.74%	7.46%	±
	Turnover by Age					
	Under 30	8.9%	17.3%	16.5%	19.4%	±
	30-50	7.0%	11.4%	14.0%	15.4%	±
	50+	8.0%	10.2%	12.3%	19.2%	±
	Turnover by Gender					
	Male	8.7%	10.0%	10.6%	16.4%	±
	Female	5.7%	14.4%	18.8%	18.1%	±
	Parental Leave Statistics					
	Eligible	17	14	31	8	±
	Used	17	14	31	8	±
	Returned during the year (%)	100%	100%	81%	100%	±
	Continues to be employee at year end (%)	94%	93%	84%	100%	±
	Male	47%	64%	42%	50%	±
	Female	53%	36%	58%	50%	±
	Percentage of employees who completed the annual employee survey ⁶ (%)	83%	83%	82%	± ⁶	±
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%	14%	14%
	Male	62%	62%	62%	86%	86%
	Board makeup by age (%)					
	Under 30	0%	0%	0%	0%	0%
	30-50	12%	12%	12%	0%	14%
	50+	88%	88%	88%	100%	86%
	Senior management by gender⁷ (%)					
	Female	33%	36%	36%	36%	30%
	Male	67%	64%	64%	64%	70%
	Workforce by gender (%)					
	Female	40%	38%	37%	37%	35%
	Male	60%	62%	63%	63%	65%
	Women in the workforce					
	Number of women employees in the workforce	363	295	271	241	227

METRICS AT-A-GLANCE

± Information not tracked for these years.

TOPIC	METRIC	2023	2022	2021	2020	2019
SOCIAL						
Diversity and Inclusion (Continued)	Number of women in senior management	4	±	±	±	±
	Number of women in executive management	10	±	±	±	±
	Number of women employees in new hires	89	66	77	±	±
	Average years employed by the company for female employees	3.7	3.6	3.2	3.3	2.9
	U.S. workforce by race/ethnicity⁸ (%)					
	White/Non-Hispanic	55%	57%	58%	61%	±
	Asian	22%	23%	23%	21%	±
	Hispanic/Latino	12%	11%	12%	14%	±
	Black/African American	2%	2%	1%	1%	±
	Native Hawaiian or other Pacific Islander	0%	1%	1%	0%	±
	Two or more race	7%	6%	5%	3%	±
	Total number of US ethnic minority employees	340	283	255	207	±
	Workforce by age⁹ (%)					
	Under 30	14%	11%	11%	10%	±
	30-50	54%	57%	57%	58%	±
	50+	32%	32%	32%	32%	±
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	0.20	±
	Recordable incident rate (total incidents per 200,000 hours worked/per 100 FTE)	0.28	0.14	0.17	0.23	0.70
	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

METRICS AT-A-GLANCE

± Information not tracked for these years.

TOPIC	METRIC	2023	2022	2021	2020	2019
ENVIRONMENTAL						
Electricity ¹⁰	Aliso Viejo electricity consumption (kwh)	2,559,748	2,478,140	N/A	N/A	N/A
	Burlington electricity consumption (kwh)	670,983	473,909	134,175	105,395	16,672
	San Clemente electricity consumption (kwh)	5,635,017	2,729,853	1,601,393	1,478,235	1,470,692
	Total electrical consumption (kwh)	8,865,748	5,681,902 ¹¹	1,735,568	1,583,630	1,487,364
	Electricity intensity (kWh/\$100,000)	2,187	2,008	590	704	628
	Renewable sources of energy ¹² (%)	58%	59%	45%	45%	±
Emissions ¹³	Scope 1 GHG emissions ¹⁴	575.4	569.4	N/A	N/A	N/A
	Scope 2 GHG emissions ¹⁵	2,159.4	1,360.2	N/A	N/A	N/A
	GHG Emissions Intensity	0.86	0.68	N/A	N/A	N/A
Water	Aliso Viejo water consumption (gal)	N/A	N/A	N/A	N/A	N/A
	Burlington water consumption (gal)	N/A	N/A	N/A	N/A	N/A
	San Clemente water consumption (gal)	1,075,624	1,318,724	1,455,608	1,152,668	1,577,741
	Total water consumption (gallons)	1,075,624	1,318,724	1,455,608	1,152,668	1,577,741
	Safe disposal of wastewater (y/n)	Yes	Yes	Yes	Yes	Yes
	Water consumption intensity (Gal/\$100,000)	341	466	628	643	683
Waste	Aliso Viejo Hazardous Waste generated	4,654	4,354	N/A	N/A	N/A
	Burlington Hazardous Waste generated	1,900	242	26	N/A	N/A
	San Clemente Hazardous Waste generated	8,734	6,700	11,251	9,561	8,974
	Total Hazardous waste generated (pounds)	15,288	11,296	11,277	9,561	8,974
	Total hazardous waste diverted from disposal	0	0	0	0	0
	Total Hazardous Waste directed to disposal	15,288	11,296	11,277	9,561	8,974
	Hazardous waste (lbs.)	15,288	11,296	11,277	9,561	8,974
	Safe disposal of electronic waste (y/n)	Yes	Yes	Yes	Yes	Yes

METRICS AT-A-GLANCE

TOPIC	METRIC	2023	2022	2021	2020	2019
ENVIRONMENTAL						
Gas	Aliso Viejo gas usage (therms)	88,372	88,293	21,454	N/A	N/A
	Burlington gas usage (therms)	10,088	9,541	4,030	4,492	658
	San Clemente gas usage (therms)	4,260	4,481	4,203	3,773	4,033
	Total usage (therms)	102,720	102,315	9,325	8,207	4,691
	Gas intensity (therms/\$100,000)	32.64	36.16	3.16	3.65	1.98

1. We restated our 2019 and 2020 numbers to more accurately reflect tracking the employee population from the Avedro acquisition; the 2021-2023 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 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 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 2018-2020 has been restated for consistency.
8. 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.
9. We have restated our 2020 numbers to more accurately reflect tracking the employee population from the Avedro acquisition; the 2021-2023 numbers use the same consistent methodology.
10. This metric was previously titled energy but has been restated as electricity to more accurately reflect the data it represents. All previously reported data reflects electricity consumption only.
11. 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.
12. We are unable to track the exact percentage of our energy that derives from renewable sources. However, in 2023 and 2022, 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.
13. 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).
14. 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.
15. 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.

GRI AND SASB CONTENT INDEX

Summarized below are the GRI and SASB disclosures included in the Glaukos 2023 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 2023		
<i>The Organization and its Reporting Practices</i>		
GRI	2-1 Organizational details	Glaukos
	2-2 Entities included in the organization's sustainability reporting	Our Report
	2-3 Reporting period, frequency and contact point	Our Report
	2-4 Restatements of information	Any restatements of information have been footnoted within the report
<i>Activities and Workers</i>		
GRI	2-6 Activities, value chain and other business relationships	Glaukos, Patient Focus and Novel Platforms; Responsible Procurement Practices; 2023 Form 10-K p. 7-9; No significant changes to Glaukos' operations and its supply chain in 2023
	2-7 Employees	Metrics at-a-Glance
Governance		
GRI	2-9 Governance Structure and composition	Sustainability Governance and Sustainability Program Design; 2024 Proxy Statement p. 22-27
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement p. 29-30
	2-11 Chair of the highest governance body	2024 Proxy Statement p. 22
	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	2024 Proxy Statement p. 17-19, 63-71
	2-20 Process to determine remuneration	2024 Proxy Statement p. 48-61; Compensation, Nominating and Governance Committee Charter
	2-21 Annual total compensation ratio	2024 Proxy Statement p. 73
<i>Strategy, Policies and Practices</i>		
GRI	2-22 Statement on sustainable development strategy	CEO Message
	2-23 Policy commitments	Ethics and Compliance
	2-25 Processes to remediate negative impacts	Responsible Procurement Practices; Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance

GRI AND SASB CONTENT INDEX

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Framework	Disclosure	Location/Response
General Disclosures 2023		
<i>Stakeholder Engagement</i>		
GRI	2-29 Approach to stakeholder engagement	Our stakeholders include customers, employee and non-employee workers, suppliers, shareholders and other providers of capital, local communities and civil society Sustainability Program Design
	2-30 Collective bargaining agreements	Metrics at-a-Glance
<i>Material Topics</i>		
GRI	3-1 Process to determine material topics	Sustainability Program Design
	3-2 List of material topics	Sustainability Program Design
Topic Disclosures		
<i>Ethics and Compliance</i>		
GRI	3-3 Management of Ethics and Compliance	Ethics and Compliance
SASB	HC-MS-270a.2	Ethics and Compliance, Marketing Practices
	HC-BP-270a.2	Ethics and Compliance, Marketing Practices
	HC-BP-510a.2	Ethics and Compliance
	HC-MS-510a.2	Ethics and Compliance
	HC-BP-260a.2	Ethics and Compliance
<i>Responsible Procurement Practices</i>		
GRI	3-3 Management of Responsible Procurement Practices	Responsible Procurement Practices
	308-1 New suppliers that were screened using environmental criteria	Responsible Procurement Practices
	414-1 New suppliers that were screened using social criteria	Responsible Procurement Practices
SASB	HC-BP-430a.1	Responsible Procurement Practices
	HC-MS-430a.1	Responsible Procurement Practices
	HC-MS-430a.2	Responsible Procurement Practices
	HC-MS-430a.3	Responsible Procurement Practices

GRI AND SASB CONTENT INDEX

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Framework	Disclosure	Location/Response
Topic Disclosures		
<i>Cybersecurity and Data Privacy</i>		
GRI	3-3 Management of Cybersecurity and Data Privacy	Cybersecurity and Data Privacy
<i>Product Quality and Patient Safety</i>		
GRI	3-3 Management of Product Quality and Patient Safety	Product Quality and Patient Safety
	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Patient Safety; Metrics at-a-Glance
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Patient Safety, Post-Approval Quality Management
SASB	HC-BP-250a.1	Metrics at-a-Glance
	HC-BP-250a.2	Metrics at-a-Glance
	HC-BP-250a.3	Metrics at-a-Glance
	HC-BP-250a.4	Metrics at-a-Glance
	HC-BP-250a.5	Metrics at-a-Glance
	HC-MS-250a.1	Metrics at-a-Glance
	HC-MS-250a.2	Metrics at-a-Glance
	HC-MS-250a.3	Metrics at-a-Glance
	HC-MS-250a.4	Metrics at-a-Glance
	HC-MS-410a.2	Metrics at-a-Glance
<i>Product Innovation</i>		
GRI	3-3 Management of Product Innovation	Product Innovation
SASB	HC-BP-000.B	Product Innovation; Glaukos currently has more than 14 products in R&D. The exact number of drugs in R&D is confidential.

GRI AND SASB CONTENT INDEX

Summarized below are the GRI and SASB disclosures included in the Glaukos 2023 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
Topic Disclosures		
<i>Access, Affordability, and Pricing</i>		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
<i>Talent Attraction, Development, and Retention</i>		
GRI	3-3 Management of Access, Affordability, Pricing	Access, Affordability, and Pricing
	401-3 Parental leave	Metrics at-a-Glance
	403-6 Promotion of worker health	Talent, Attraction, Development, and Retention, Employee Wellness, Benefits, and Compensation
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent, Attraction, Development, and Retention, Employee Growth, Development, and Retention
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent, Attraction, Development, and Retention, Employee Growth, Development, and Retention
SASB	HC-BP-240b.2	Access, Affordability, and Pricing
<i>Diversity and Inclusion</i>		
GRI	3-3 Management of Diversity and Inclusion	Diversity and Inclusion
	405-1 Diversity of governance bodies and employees	Metrics at-a-Glance
<i>Workforce Health and Safety</i>		
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

GRI AND SASB CONTENT INDEX

Summarized below are the GRI and SASB disclosures included in the Glaukos 2023 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
Topic Disclosures		
<i>Environmental</i>		
GRI	3-3 Management of Environmental	Environmental
	303-5 Water consumption	Environmental, Water
	306-3 Waste generated	Environmental, Waste
	306-4 Waste diverted from disposal	Environmental, Waste
	306-5 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. The potential risks and uncertainties include, without limitation, our ability to achieve the sustainability targets identified in the sustainability 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, 2023](#), which was filed with the Securities and Exchange Commission on February 23, 2024. 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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TRANSFORMING VISION