



Sustainability Report

Jan. 1, 2020—Dec. 31, 2020



APRIL 2021

A Message from our President & CEO

It feels impossible to begin any message covering 2020 without referencing COVID-19. First and foremost, Glaukos sincerely thanks the brave men and women who sacrificed their own well-being to assist others in need—these individuals stepped up when most were hunkering down. It is our privilege to work with many of these incredible people and we are impressed by their courage and dedication.

For each of us, the COVID-19 pandemic upended daily professional and personal life. For many, it forced us to reassess what's most important. As an organization, Glaukos was similarly forced to examine our priorities. While our business is more recession-resistant than most, we were not immune from the economic realities that the pandemic imposed. As we analyzed how to respond to the challenges of COVID-19, it became clear that two equally vital aspects of our company had to be protected—our people and our pipeline. We took quick and decisive action to preserve jobs and core research and development programs. The decisions were not easy nor were they made lightly, but we are a stronger organization today than we were one year ago because of them.



Thomas W. Burns
President & Chief Executive

Before COVID-19 hit in force, Glaukos issued our first ever Sustainability Report covering 2019. Our environmental, social and governance (ESG) program is still in its infancy and we might have been justified delaying its expansion until after the pandemic. Instead, we spent the 2020 year looking to grow and enhance our ESG policies and programs. As we describe in further detail below, we invested significant time and resources into better understanding what drives sustainability at Glaukos, establishing meaningful goals to propel us forward on ESG matters and examining how best to communicate our progress to our stakeholders.

Our commitment to continuous improvement as responsible corporate citizens is unwavering and we hope that our 2020 Sustainability Report reflects that dedication. We express our heartfelt gratitude to each of you for your continued support of Glaukos.

A handwritten signature in dark ink that reads "Thomas W. Burns". The signature is fluid and cursive, with a large loop at the beginning.

Thomas W. Burns, President & Chief Executive Officer

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Forward-Looking Statements

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 press release. 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, 2020, which was filed with the Securities and Exchange Commission on March 1, 2021. 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 these forward-looking statements whether as a result of new information, future events or otherwise, except as may be required under applicable securities law.

Glaukos Corporation

Our Story

GRI 102-1; GRI 102-3; GRI 102-4

Glaukos (“we,” “us” or the “Company”) is an ophthalmic medical technology and pharmaceutical company, initially formed in 1998. Our mission is to create novel platforms that transform the treatment of chronic eye diseases for the benefit of patients worldwide. In doing so, we are striving to create a world-class global vision care leader, uniquely positioned to drive innovation across glaucoma, corneal health and retinal disease. Within each of these areas, we are moving full speed ahead with the same pioneering discipline, pipeline development expertise, and skilled commercial execution that has made us the corporate pioneer and worldwide leader of the Micro-Invasive Glaucoma Surgery (MIGS) marketplace today.

KEY STATISTICS

17

Countries with Direct Sales

14

Disclosed Pipeline Programs

653

Full-time Employees Worldwide

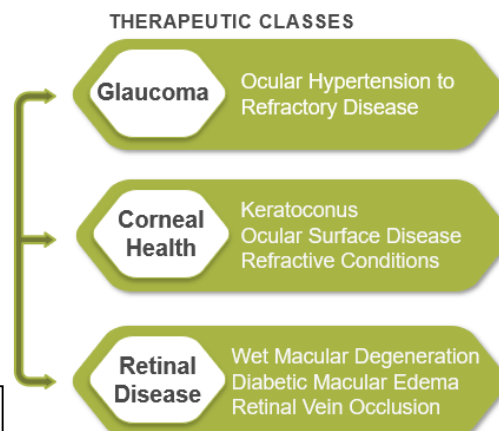
We completed an initial public offering in June of 2015, and our shares are traded on the New York Stock Exchange under the ticker symbol “GKOS”. Our global headquarters is located in San Clemente, California with additional locations in Waltham and Burlington, Massachusetts as well as certain small office spaces internationally. Our manufacturing operations are located in San Clemente for our *iStent* products, Burlington for our proprietary corneal systems, and our pharmaceutical therapies are primarily manufactured and supplied by third parties in the U.S. and Germany.

We seek to build a unique vision care leader prepared to drive a robust cadence of innovation that can significantly expand our market opportunities and drive sustainable growth and profitability over the next decade. The strong foundation and team we’ve built gives us confidence in our continued ability to execute on our long-term strategic plan and advance our mission to transform the treatment of chronic eye diseases for the benefit of patients worldwide.

Our Products

Our innovative products are the principal method for delivery our mission and span three primary franchises—glaucoma, corneal disorders and retinal diseases.

GRI 102-2



Glaucoma

Glaucoma is a group of eye conditions that can cause blindness. A glaucomatous eye's optic nerve is damaged, usually by increased inner eye pressure (called intraocular pressure or IOP). Elevated IOP occurs when naturally occurring aqueous humor (the clear inner eye fluid filling) is not circulating normally or properly draining from the front part of the eye. Glaucoma is irreversible, only worsens over time and is usually asymptomatic. [According to the Centers for Disease Control and Prevention](#), about three million Americans have glaucoma and it is the second leading cause of blindness worldwide.

We have three commercialized products that treat the most common form of glaucoma (called open-angle glaucoma)—the *iStent*[®], *iStent inject*[®] and *iStent inject*[®] W. These micro-bypass stents are inserted through a small corneal incision made during cataract surgery and improve aqueous humor outflow, designed to lower intraocular pressure and therefore slow or halt the progression of glaucoma. Our *iStents* remain the smallest devices approved by the FDA. Visit <https://www.glaukos.com/istent-inject-w-procedure/> to learn more about the *iStent inject*[®] W.

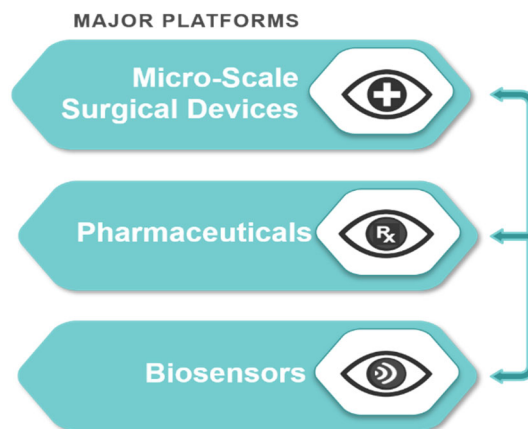


"Being able to improve our health, extend our quality of life, manage [glaucoma] with things like [the *iStent inject W*], [it] can't be overlooked or underestimated as to the impact they can have." – GEORGE GRIFFIN, ISTENT INJECT W PATIENT & WRITER, NORTH CAROLINA.

Visit www.glaukos.com to see his video.

We also have multiple glaucoma products in development, including the *iStent Infinite*, *iStent SA*, *iDose TR*, *iDose (TRES)*, *iDose (ROCK)*, *iPrime* and an IOP Sensor and have entered into agreements with third parties to develop and commercialize additional glaucoma technologies, which helps us accelerate our growth and increase the reach of our products. Our developing glaucoma portfolio includes stents, implantable drug delivery devices and a viscoelastic delivery system, all designed to assist in the treatment of the various stages and types of glaucoma.

Our *iDose* platform offers some unique opportunities addressing glaucoma. Glaucomatous patients are often prescribed topical medications, which can create significant issues of patient non-adherence, impositions to quality-of-life and ocular surface disease and toxicity. The *iDose* platform is designed to provide the longest duration of a sustained release implant delivered into the anterior chamber of the eye that would eliminate issues with topical medications, such as patient non-compliance, and bio-erodible implants, such as cell loss in the blood vessels of the eye and relatively short durations of activity.¹



These products save the vision of the patients who use them. While it is impossible to fully evaluate the positive social impact of our products, the frequent success stories from our customers and their patients validate our continued dedication to finding innovative solutions for the treatment of glaucoma.

Corneal Disorders

The cornea is the clear, dome-shaped surface of the eye that is responsible for the majority of the eye's focusing power. Corneal disorders, including ectasia and dry eye, can cause vision impairment. Ectatic disorders are characterized by thinning and bulging of the cornea caused by a weakening of the corneal surface. Keratoconus, a corneal ectatic disorder, occurs in approximately one in every 2,000 people [according to Johns Hopkins](#).

Our pharmaceutical iLink therapies, which are bio-activated drug formulations, address both keratoconus and other ectatic disorders. Ultraviolet A (UVA) light delivered to the cornea with the iLink therapies induces a biochemical reaction called corneal cross-linking (CXL), which strengthens and reshapes the cornea, halting the progression of corneal ectasia, including keratoconus. Keratoconus generally begins to affect people between the ages of 10 and 25 and, if it progresses to an advanced state, can require a corneal transplant. Our CXL treatments, the only FDA approved CXL treatments available, have been shown to halt the progression of keratoconus with a single application. We are currently seeking approval to use our CXL system (referred to as the KXL System) without removal of the eye's epithelium (the outer layer of the cornea), as our current FDA approval requires removal of the epithelium prior to performing CXL. Additionally, we have licensed and are developing a dry-eye treatment cream that can be applied to the upper eyelid. Visit <https://www.glaukos.com/corneal-health/the-ilink-procedure/> to learn more about the iLink procedure.



Like our glaucoma treatments, our suite of corneal products generates incalculable value for patients and our corneal pipeline technologies could shift the paradigm of how corneal ectasia and dry-eye disease are treated. We continue to develop products that could potentially treat other corneal disorders, such as the refractive disorders of presbyopia and myopia.



"[Keratoconus] started to hinder my seeing the board when we went over plays, so I had to get it fixed,"

"Once it starts messing with your craft, your career, you definitely have to put your attention on that before you do anything else."

After getting the CXL procedure with the Glaukos KXL system, "I can do everything I used to do," Williams declared. "Nothing is stopping me." – BALTIMORE RAVENS DEFENSIVE TACKLE & CXL PATIENT BRANDON WILLIAMS. *Originally published by David Ginsburg of the Associated Press on March 19, 2018. "Ravens Williams fends off potentially dangerous eye disease."* ([Linked here](#))

To read more about Brandon's journey, and others like him, please visit www.livingwithkeratoconus.com.

¹ The iDose is currently being studied in a Phase III clinical trial and has not yet received FDA approval.

Retinal Diseases

Retinal diseases 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. We are developing retinal platforms leveraging our expanded pharmaceutical and sustained drug delivery R&D capabilities. These include sustained release delivery of Triamcinolone Acetonide, Multi-Kinase Inhibitor and Anti-VEGF. If

Market Scope estimates that approximately 28 million people in the United States suffer from some type of retinal disease or condition.

commercialized, these platforms would be designed to treat a number of retinal diseases with the goal of developing treatment options with a longer duration-of-effect than current standard-of-care products, which could improve patient outcomes.

Product Overview

Product / Candidate	Platform / Product Type	Status
Micro-Surgical Devices		
iStent	Trabecular Bypass Stents	Approved
iStent <i>inject</i> /iStent <i>inject W</i>	Trabecular Bypass Stents	Approved
iStent SA	Trabecular Bypass Stents	Pivotal IDE Trial
iStent infinite	Trabecular Bypass Stents	PMA-S Pending
iPRIME	Viscodelivery	Class II (TBD)
PreserFlo (Santen)	Microshunt	PMA Submitted
Pharmaceuticals		
iDose TR	Sustained-release System	Phase 3
iDose TREX	Sustained-release System	Pre-clinical
iDose ROCK	Sustained-release System	Pre-clinical
iLink Epi-off (Photrex)	Bio-activated	Approved
iLink Epi-on (Epoixa)	Bio-activated	Phase 3
iLink Epi-on Next Generation	Bio-activated	Pre-clinical
Dry Eye Candidate	Eyelid Drug Delivery	Pre-clinical
Multi-kinase Inhibitor SR	Bio-erodible	Pre-clinical
Triamcinolone Acetonide SR	Bio-erodible	Pre-clinical
Anti-VEGF SR	Bio-erodible	Pre-clinical
Biosensors		
IOP Sensor	Implantable Sensor	Pre-clinical

Report Profile

GRI 102-50; GRI 102-51; GRI 102-52; GRI 102-53

Reporting Period	Calendar Year
Date of last report	March 2020
Reporting cycle	Annual
Contact point for questions regarding this report	sustainability@glaukos.com
Frameworks referenced	GRI & SASB informed

Sustainability Program Design

Starting in 2020 and continuing into the early part of 2021, we undertook a thorough review of our sustainability and ESG program and policies. We examined who should govern ESG matters, how programs and policies are created and implemented, what ESG matters we should prioritize, and which goals we should adopt to measure our progress.

GRI 102-18; GRI 102-19; GRI 102-20; GRI 102-47

Sustainability Governance

Our initial step was to ensure proper oversight of our sustainability program. We felt it was important that our Board of Directors was ultimately responsible for overseeing the adoption and implementation of effective ESG initiatives. The Board of Directors accepted the formal responsibility for overseeing ESG matters through its Compensation, Nominating and Governance Committee by adopting a revised Committee Charter on December 17, 2020.

[Click here to see the full text of the Compensation, Nominating and Governance Committee Charter.](#)

“The Committee shall periodically review the Company’s environmental and social responsibility policies and practices, as well as the Company’s public reporting on these topics...includ[ing] periodic review of the Company’s human capital management policies, program and initiatives consisting of, among other things, the Company’s demographics, talent development, employee retention and employee compensation...[as well as] the Company’s employee diversity and inclusion recruitment, retention and compensation efforts, and shall assist management with implementation of its diversity strategy.” – Section 19 of the Compensation, Nominating and Governance Committee Charter.

Sustainability Council

Once establishing Board of Director oversight, we formed the Glaukos Sustainability Council, a task force of cross-functional subject matter experts within the organization to, under management’s direction, lead the formulation and implementation of ESG policies and programs.

SUSTAINABILITY COUNCIL OVERVIEW

Structure	• Chaired by senior management (initially by our General Counsel and SVP, Human Resources) • Cross functional team includes representatives from legal, compliance, HR, investor relations, finance, quality, EHS, operations, supply chain, IT and facilities
Responsibilities	• Recommend to management ESG and sustainability strategy and goals • Implement ESG programs and policies under management’s direction • Manage ESG disclosure, risk assessment, goal establishment and impact analysis

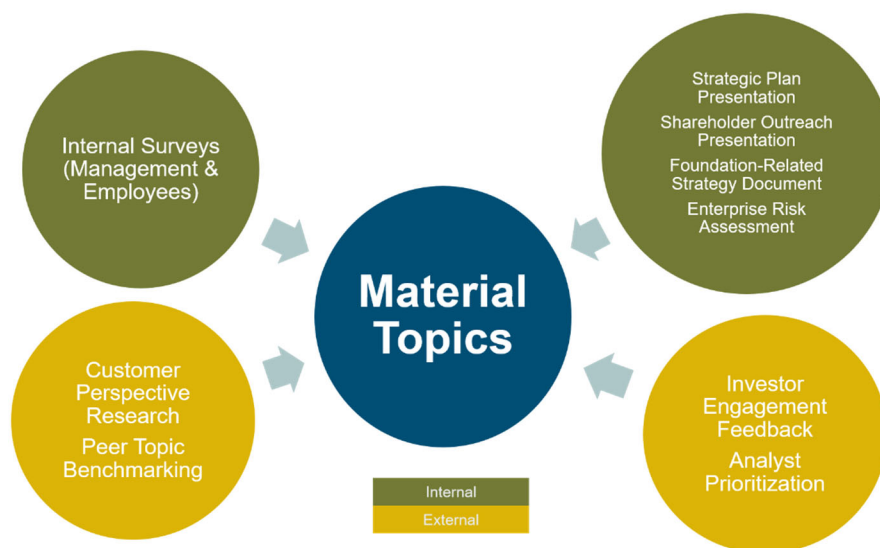
The Sustainability Council's first undertaking was to research and evaluate the various ESG topics to prioritize Glaukos' ESG goal-setting process and disclosure framework.

Topic Prioritization

We sought to prioritize ESG topics to serve as the foundation for our sustainability strategy, help structure meaningful reporting and guide our ESG resource prioritization. We reviewed 20 total sources (covering peers, raters and rankers, ESG frameworks, employees and customers) to identify a universe of 39 total topics, which were refined to 23 final topics spanning environmental, social, governance and product categories. Those 23 topics (shown below) became the subject of stakeholder surveys and external and internal topic analysis assessing the impacts, risks and opportunities associated with the topics and their applicability to Glaukos' business.

Environmental	Social	Governance	Product
• Energy & Emissions • Sustainable Product Design & Packaging • Waste • Water	• Diversity & Inclusion • Human Rights • Philanthropy & Volunteerism • Talent Attraction, Development, Engagement & Retention • Workforce Health, Safety & Well-being	• Climate Strategy • Cybersecurity & Data Privacy • Ethics & Compliance • Executive Compensation • Geopolitical Disruption • Political Participation & Advocacy • Protection of Intellectual Property • Responsible Procurement Practices • Risk Oversight • Transparent Communications & Reporting	• Access, Affordability & Pricing • Product Innovation • Product Quality & Patient Safety • Transition from Research to Practice

We analyzed both internal and external sources to evaluate which of these ESG topics our stakeholders view as most important to Glaukos. Shown here are the various internal and external sources that we assessed.



Based on the evaluation, we identified ten “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 ESG management, goal setting and reporting.

Tier 1 (Highest Priority)	
1	Product Quality & Patient Safety
2	Ethics & Compliance
3	Product Innovation
4	Talent Attraction, Development, Engagement & Retention
5	Diversity & Inclusion
6	Responsible Procurement Practices
7	Workforce Health & Safety
8	Access, Affordability & Pricing
9	Cybersecurity & Data Privacy
10	Protection of Intellectual Property

While we consider each of the topics evaluated to be important to our business success, it is imperative that we allocate resources to those topics that will have the most impact on Glaukos' sustainability and that are viewed as the most critical to our stakeholders.

Although none of our Tier 1 topics falls into the Environmental category, we will continue to report on environmental matters. We consider this important to maintain public accountability for our energy and water use, waste creation and disposal, and climate impact and strategy.²

Evaluation & Goal Setting

Once our Tier 1 topics were identified, we assigned responsibility for each topic to the member of the Sustainability Council with the most direct connection to it. For example, our Senior Vice President, Human Resources, is the topic owner of Diversity & Inclusion. The topic owners then reviewed our management approach for each Tier 1 topic.

Next, we undertook ESG goal-setting. Topic owners reviewed SMART goal criteria and we held a Sustainability Council meeting to review each topic's proposed goals. Once established, the Sustainability Committee co-chairs presented the draft goals to senior management for final approval. The goals for each Tier 1 topic are set forth below.

Topic	Goals / Key Performance Indicator (KPI) ³
Product Quality & Patient Safety	Zero product recalls
Ethics & Compliance	Completion of anti-bribery/anti-corruption training by 100% of new or renewing third-party distributors
	Annual certification of Code of Conduct by 100% of employees
Product Innovation	FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals
Talent Attraction, Development & Retention	Implement new employee engagement survey in 2021 and achieve 75% employee participation with engagement scores at industry benchmark or higher
	Create a flexible work task force and implement flexible work arrangements in 2021

² We believe that no environmental topics fell into Tier 1 for a few key reasons:

1. Our environmental footprint is, and always has been, minimal.
2. We do not create significant levels of waste, including hazardous waste.
3. Because environmental conscientiousness has been woven into our organization from our inception, many of our stakeholders see room for more substantial improvements in other ESG areas.

³ Where no year is mentioned, the goal is an annual goal to be pursued ad infinitum.

Diversity & Inclusion	In 2021, form diversity, equity and inclusion taskforce with executive sponsor to champion diversity initiatives
Responsible Procurement Practices	Adopt supplier ESG responsibility standards in 2021 In 2022, incorporate standards into 100% of new and renewing supplier agreements
Workforce Health & Safety	ISO 14001 Certification for San Clemente campus by end of 2021 10% reduction in Lost Work Day Rate by end of 2023
Access, Affordability & Pricing	Provide product in support of underserved patient populations
Cybersecurity & Data Privacy	100% of users complete annual cybersecurity training
Protection of Intellectual Property	Annual review of existing IP rights & IP strategy

We will report annually on our progress on these goals. The goals may be adjusted or expanded as we continue to refine our ESG program.

Provided below is a discussion of Glaukos' Tier 1 material ESG topics, how they are managed and the steps Glaukos plans to take to demonstrate continuous improvement. The topics have been grouped by category—Governance, Product, Social and Environmental.

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.

Ethics & Compliance

GRI 103-1; GRI 103-2; GRI 103-3; GRI 102-16; GRI 102-17; 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, prospective employees and investors. By conducting ourselves in a compliant and ethical manner, Glaukos can increase the trust and goodwill of our stakeholders, avoid the cost and time required to address problems arising from non-compliance and ensure that our team can remain focused on creating transformational products.

Definition

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



"Ensuring all in the organization have the right mindset/ethics to conduct business and work within the set parameters of our industry means that in reporting or communicating Glaukos knows that what is said is true and correct. Open communication within the organization supports how we act, and how those outside the organization view us." – GLENN FAWCETT, GENERAL MANAGER, AUSTRALIA

Management Approach

Acting in an ethical and compliant manner, both with respect to internal and external laws, regulations, policies and guidelines, drives every decision we make. Each employee at Glaukos is trained to understand the importance of acting ethically in order to bolster our reputation of respect, trust, confidence and integrity. Across the organization, it is communicated that a culture of integrity is an asset and non-compliance with our code of business conduct ([linked here](#)) poses a significant financial and reputational risk.

The Glaukos Compliance and Ethics Program (the “Compliance Program”) is designed to meet the requirements of various federal, state and international laws regarding medical products, guidance related to compliance programs and interactions with health care professionals and governmental entities. Our Compliance and Ethics program manages compliance-related risks. As part of this program, Glaukos has adopted policies and procedures that are intended to serve as written standards of conduct for our employees, including our [Code of Business Conduct and Ethics](#) and our [Insider Trading and Tipping Policy](#). These policies and procedures are reviewed and updated on a regular basis, some annually, or as needed. Our Code of Business Conduct and Ethics (the “Code”) covers a number of important 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
- Compliance with Laws and Regulations
- Maintain the health and safety of the Company’s environment and workforce
- Political Contributions and Volunteer Activities
- Anti-Bribery and Corruption
- Public Communications

This Compliance Program is led by the company’s Compliance Officer, who reports directly to the Audit Committee of our Board of Directors and provides them with quarterly updates, and is advised by a Compliance Committee comprised of senior representatives from Legal, Operations, Finance, Human Resources and Internal Audit. The Compliance Committee assists with the implementation of the Compliance Program.

The Compliance Program also defines our efforts to monitor, audit, and evaluate compliance with the Company’s policies and procedures, including efforts to monitor the activities of our sales force and marketing personnel. The nature of our reviews as well as the extent and frequency of our compliance monitoring and auditing varies according to a variety of factors, including new regulatory requirements, changes in business practices, and other risk considerations.

The Compliance Program also includes disciplinary action (up to and including termination) if any current employee violates the law or Company policy and requires the Company to respond promptly to potential violations, take appropriate disciplinary action in a consistent manner, assess whether the violation is in part due to gaps in our policies, practices, or internal controls, and adjust the policy or program to prevent future violations.

In 2020, we performed a robust gap assessment to identify areas to upgrade and develop our Compliance Program. Identified areas were incorporated into a 2021 Compliance Plan designed to further mature and enhance the integrity and compliance of our company.

Training

Glaukos conducts in-person and online training relating to Company policies and procedures, including ethical interactions with healthcare professionals, transparency reporting and anti-corruption. On not less than an annual basis, Glaukos reviews and updates our training programs, and identifies additional areas for further or enhanced training based upon monitoring and investigation findings. This training includes company personnel and certain third party business partners.

COMPLIANCE TRAINING

100%

Senior team leaders, global sales personnel, marketing personnel, clinical personnel, finance personnel and internal audit that have received training on anti-corruption.

Health Care Professional Interactions

At Glaukos, we recognize that interacting with health care professionals is important to develop innovative products and to provide vital education and training on our ophthalmic treatments and therapies. That interaction must comply with state- and country-specific laws and regulations regarding dealings between medical device and pharmaceutical manufacturers and health care professionals and satisfy ethical standards appropriate for our industry. We must also fulfill 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.

Glaukos has adopted and follows the AdvaMed Code of Ethics on Interactions with U.S. Health Care Professionals

Third Party Distributors

Glaukos engages third party distributors to sell our products in countries where we do not have a direct presence. These distributors represent Glaukos when they are selling our products, and we rely on them to uphold the ethical standards to which we hold ourselves when they are interacting with customers. We follow a risk-based approach to performing due diligence into new distributors. We enter into written contracts with all such distributors that require, among other things, compliance with laws, including anti-corruption and export laws. We also assign online, interactive training on anti-bribery and anti-corruption to all of our third party distributors.

Marketing Practices

Glaukos has adopted policies designed to ensure our marketing materials and practices are truthful, on-label and not misleading. Written marketing materials are approved by a cross-functional team, and appropriate personnel receive training regarding on-label marketing. Additionally, those who speak on our behalf, such as health care professionals, receive training on the subject of on-label promotion.

Reporting Hotline

Glaukos also encourages open communication regarding suspected violations of Company policy or law through various means, including anonymously. The Company has established an anonymous reporting hotline that is accessible 24/7 via the web or a toll-free number; employees

receive reminders about this hotline semiannually. This hotline is available to our employees worldwide, in multiple languages. We receive and track all calls to our ethical reporting hotline, and investigate any such reports as appropriate to the situation. We also monitor various healthcare professional interactions, including contracts, consulting arrangements and Sunshine-reportable expenses. Employees are also expected to report suspected violations to their supervisor or the Compliance Officer.

Measuring Our Performance

For 2021, our Ethics & Compliance key performance indicators are set forth below. Completion of anti-bribery/anti-corruption training by 100% of new or renewing third party distributors will allow us to communicate to key supply chain partners our requirement that they do business in a legal and ethical manner and better ensure continued access to the key materials that drive our products. Annual certification by 100% of employees that they understand the expectations set forth in our Code of Conduct, and whether they are aware of any suspected violations, provides a monitoring and evaluation tool to confirm that our current policies and programs and generating the results we expect. We also hope that it encourages our employees to partner with the organization to manage our institutional ethics goals. We will be dedicating time and resources to successfully attaining these goals.

Topic	Goals
Ethics & Compliance	Completion of anti-bribery/anti-corruption training by 100% of new or renewing third party distributors
	Annual certification of our Code of Conduct by 100% of employees

Responsible Procurement Practices

GRI 103-1; GRI 103-2; GRI 103-3; 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 is dependent upon on our ability to source the materials used to manufacture our products in a responsible and sustainable manner.

Definition

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 as sustainable as possible, with the lowest environmental impact and most positive social results.

Management Approach

As a pioneer of ophthalmic devices and pharmaceuticals, Glaukos creates unique products, often at a micro-scale. Few companies exist that can meet our supply requirements and we are sometimes required to teach suppliers aspects of how our products must be manufactured. Some aspects of manufacturing are performed by us and all Glaukos manufacturing facilities maintain ISO 13485 certification. Other aspects are outsourced to third party manufacturers, all of which must be highly capable, and our critical suppliers are primarily based in the EU, U.S. and Japan. Although having our critical manufacturing based in highly developed countries may result in higher manufacturing costs, we believe that it increases our manufacturing sustainability and decreases the risk of irresponsible manufacturing by our procurement partners.

Glaukos applies a risk-based approach to managing critical materials by strategically storing certain work-in-progress inventory with both suppliers and onsite at Glaukos facilities and finished goods inventory with certain distributors. We set quantity and quality targets and metrics around each location where our materials are housed to minimize risk. We also manage critical materials by secondary sourcing as needed.

All Glaukos suppliers are assigned a risk level, with Risk Level 1 being our key suppliers. In 2020, Glaukos had 28 Risk Level 1 suppliers. Each of those Risk Level 1 suppliers was audited by Glaukos in 2020 and each of them maintain third party quality system certificates (ISO or other similar certification). Our standard practice is to enter into quality agreements with all significant 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. Further, we conduct due diligence on any potential Risk Level 1 Suppliers to ensure their processes and output meet our high standards.

SUPPLIER ASSESSMENTS

28 100% 100%

Risk Level 1 Suppliers

Percentage of Risk Level 1 Suppliers audited by Glaukos in 2020

Percentage of Risk Level 1 Suppliers that maintain third party quality system certificates (ISO or similar)

As a medical device manufacturer, we are required to trace our device products—from incoming product components to the finished device—all the way to distribution and we maintain a well-developed traceability process to ensure compliance with this obligation.

Responsible Supply Chain

We value our relationships with our suppliers and are committed to conducting business with suppliers who act responsibly and ethically. We have adopted a [Supplier Code of Conduct](#) and a [Human and Workforce Rights Policy](#) that outline our expectations for ourselves and our partners. These policies are provided to each of our 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, overtime and benefits laws and regulations;
- Prohibit child labor;
- Not engage in unlawful discrimination, harassment or abuse of any kind; and
- Provide a safe, healthy and sanitary work environment in compliance with applicable laws and regulations.

Our Supplier Code of Conduct entitles us to audit a supplier's operation and facilities to determine compliance with the code and, if any supplier cannot demonstrate compliance, terminate an agreement or take other remedial action. Additionally, as stated in our [Conflict Minerals Report](#), we confirmed that all of the materials or components used in our production are compliant with the Securities and Exchange Commission regulations. We have also published our [Transparency in Supply Chain](#) disclosure required by the California Transparency in Supply Chains Act of 2010 (SB 657). In 2020, for the first time, all suppliers completed a human rights questionnaire providing information on their labor practices, or comparable information, to fight human trafficking in our supply chain.

Measuring Our Performance

To date, much of our focus within our supply chain has been on technical and quality capabilities of our third-party suppliers. As we have begun to expand our ESG focus, we have established a goal in 2021 of adopting supplier ESG responsibility standards to better communicate the expectations we have for each of our supplier partners. Once we have established the ESG standards, in 2022 we are targeting incorporating the standards into 100% of new and renewing supplier agreements, which will establish a contractual obligation for our suppliers to uphold the standards.

Topic	Goals / Key Performance Indicator (KPI)
Responsible Procurement Practices	Adopt supplier ESG responsibility standards in 2021 In 2022, incorporate standards into 100% of new and renewing supplier agreements

Cybersecurity & Data Privacy

GRI 103-1; GRI 103-2; GRI 103-3

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 their patients and others.

Definition

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

Management Approach

Cybersecurity and data privacy risks are only growing over time, both as our Company expands and as technological advances create new threats. In order to secure the confidence of those that work with us, and avoid the financial and reputational damage that could result from data breaches or non-compliance with laws and regulations, Glaukos must ensure that we have developed appropriate security programs and policies.

Glaukos applies a risk based approach to enhance security and reduce risk in the areas of the Company's networks, systems, products and information against the evolving cyber threats. With respect to data privacy, it is Glaukos' policy to protect the privacy of those who entrust us with their personal information and to collect and store only required personal information. We have adopted a [privacy policy](#) that is compliance with the General Data Protection Regulatory 2016/679 in the E.U.

Glaukos conducts annual cybersecurity training as well as email phishing testing exercises to help employees learn to identify and safeguard against security threats.

Measuring Our Performance

Glaukos' efforts with respect to cybersecurity and data privacy will be far-reaching, but our public facing key performance indicator will center on having 100% of our system's users complete annual cybersecurity training. Because people are often a key point of attack for cybercriminals, achieving this goal will help us avoid unauthorized intrusions into our systems and better safeguard the information entrusted to us.

Topic	Goals / Key Performance Indicator (KPI)
Cybersecurity & Data Privacy	100% of users complete annual cybersecurity training

Product

Product Quality & Patient Safety

GRI 103-1; GRI 103-2; GRI 103-3; 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

Product quality and patient safety are fundamental to Glaukos' mission to transform the treatment of chronic eye diseases. Providing effective, safe, and high-quality products to customers are key elements for Glaukos long term success.

Definition

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.

Management Approach

Product quality, which is directly tied to patient safety, is a core business success factor which influences all other areas of the business. At Glaukos, we maintain a robust Quality Management System (QMS) which ensures our products reflect the highest quality at every stage of development. The QMS is made up of the quality manual, supporting procedures, policies, and documents that directly relate to quality management. Together, these function to provide guidance to the organization and ensure that optimal quality of all products marketed and distributed by Glaukos.

Product quality is built into our processes from the earliest stages of R&D, which utilizes design controls to minimize the risk of product defects. R&D then coordinates with our engineering team to address the issues. These efforts are intended to result in the early detection of potential design flaws.

To successfully implement the QMS, employee training is key. Because of this, Glaukos ensures employees receive comprehensive training based on the function(s) they perform. Employees are required to complete training prior to their tasks and undergo periodic re-training that requires the learner to demonstrate their comprehension of the material (e.g., tests or quizzes). In addition to traditional "read & understand" training Glaukos also utilizes on-the-job training which enables the trainee to receive hands-on training as needed.

Glaukos has also invested heavily into our customer service and complaint handling organizations so that once a product is in the market, we can quickly and efficiently manage product concerns. No type of complaint is ignored—Glaukos takes in any communication from anyone. Often, communications are received from physicians, but complaints can come through distributors, field service personnel, or someone in the line at the grocery store. All product complaints, including usability complaints, are tracked and investigated as part of our existing quality management system and medical affairs infrastructure. Medical complaints follow a rigorous evaluation process designed to examine the facts and form a complete understanding of the complaint. This often involves gathering additional information from the complainant, physician, patient and any other relevant party. Once this assessment is complete, it is evaluated for "reportability" and, if appropriate, is included in the Periodic Adverse Drug Experience Report, which is an electronic report filed with the FDA quarterly for the first three years after a drug is approved and annually thereafter. The FDA uses the report to determine whether a drug's labeling needs to be updated or investigations are required. During the complaint process, the team evaluates all components of the

case to evaluate risk; areas of identified risk are mitigated in collaboration with the R&D team and any other relevant experts.

The Glaukos Engineering department is intimately involved in the assessment of complaints and root cause identification to ensure seamless integration into product redesign or incorporation into future product design. On an ongoing basis, Engineering reserves time to review product complaints. Relatedly, Glaukos monitors all complaints, provides trends data, and analyzes the data for all products on an ongoing basis. In 2020, Glaukos did not have any incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products.

PRODUCT QUALITY & PATIENT SAFETY AT-A-GLANCE



**Glaukos has, in a few instances, provided replacement products to physicians who requested them. Investigations of the replaced products revealed no product defects.*

Measuring Our Performance

Glaukos’ primary goal in product quality and patient safety is to create quality products that maintain the highest possible levels of patient safety. Product recalls are the primary indicator that our intentions have fallen short. As such, our key performance indicator for this topic is to have zero product recalls.

Topic	Goals / Key Performance Indicator (KPI)
Product Quality & Patient Safety	Zero product recalls

Product Innovation

GRI 103-1; GRI 103-2; GRI 103-3

Product innovation is core to Glaukos’ mission to create novel therapies that address unmet clinical needs, improve the existing standards-of-care, and enrich the lives of patients living with chronic eye diseases and disorders.

Definition

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.

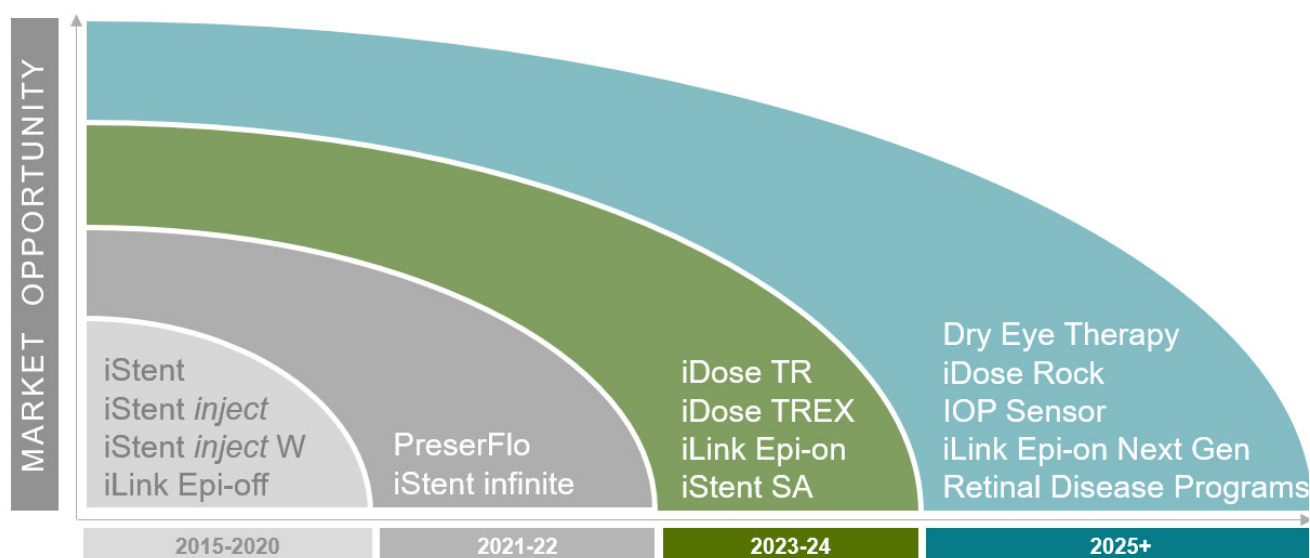
Management Approach

Product innovation fuels Glaukos’ success and is determinative in whether we can achieve 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 patient care of chronic eye diseases. Continuing to successfully innovate will provide a competitive advantage and create sustainable revenue growth, allowing us to further reinvest into our research and design programs, clinical initiatives, people, systems and infrastructure to support long-term value creation and success.

"We are in the business of making a marked difference on eye care, and innovation is what fuels our company. We should never rest but should always seek to improve and at the core of this is product innovation. Continuous innovation is what will propel our company forward...our customers expect innovation as well and we have developed a strong brand for being a powerhouse innovator; this attracts highly skilled surgeons [to] partner with Glaukos. Ultimately, the patient wins [by] being a recipient of our innovative technologies." – Employee Survey Response

Our current projections for the commercialization of our pipeline technologies would result in a robust cadence of new product launches that have the potential to significantly improve patient care options, expand the Company's addressable market opportunities and help to drive sustainable long-term growth. The graphic below shows our currently anticipated new product launches. For a more detailed discussion regarding these products, please see our filings with the U.S. Securities and Exchange Commission, [accessible here](#).



Glaukos senior management is intimately involved with the oversight of our product innovation process, coordinating 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 new product developments. These efforts have taken Glaukos from a single commercialized product, the *iStent*[®], in 2012 to four in 2020, adding the *iStent inject*[®], *iStent inject*[®] W and *iLink*[®] Epi-off. Further, Glaukos is proud of the 14 publicly-disclosed pipeline programs in various R&D and/or clinical stages, and additional programs that we are working on that have not been publicly disclosed.

Measuring Our Performance

Our Product Innovation goal is FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals. 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 launch timelines.

Topic	Goals / Key Performance Indicator
Product Innovation	FDA submissions of pipeline technologies that would allow us to meet our publicly stated targets for FDA approvals.

Access, Affordability & Pricing

GRI 103-1; GRI 103-2; GRI 103-3

Glaukos believes that our mission to create transformative ophthalmic products begets a responsibility to promote broad access to, and thoughtful consideration about the affordability and pricing of, our products. All individuals should have access to affordable, high-quality care. However, barriers to treatment exist throughout the world. Even in our relative youth, Glaukos has been committed to providing broad access to our sight saving therapies through pricing on the basis of value, creating meaningful support programs, and charitable giving. As our business expands, and we expect it to as our pipeline technologies are commercialized, populations continue to age, and developing nations expand their healthcare infrastructures, so will our ability to make a profound impact on both ophthalmic clinical outcomes as well as the quality of our patients' lives.

Definition

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

Management Approach

We carefully consider a variety of factors when determining how best to price our products, including, for example, patient total direct medical costs and out-of-pocket costs, lifetime cost-savings generated by our products and the investment amount required to bring our products to market. We provide funding for research projects to determine whether our products continue to represent good value for our 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 were pleased with the results of a study commissioned by us and published in the Journal of Medical Economics⁴ showing that the five-year cumulative cost of a two-stent treatment using *iStent* technologies was lower than those associated with selective laser trabeculoplasty or medications only. The study used a transitional, probabilistic, cost-of-care model, which included downstream filtering surgeries. Additional cost savings beyond those found in the study would be expected due to medication non-compliance, ocular surface disease caused by medication and preservatives, and decreasing effectiveness of medication/drug therapy (tachyphylaxis) and medication side effects, especially in patients requiring multiple glaucoma medications. Studies such as this one demonstrate the value created by our *iStent* technologies both for our patients and for the healthcare system and support their relative affordability.

⁴ John P. Berdahl, Anup K. Khatana, L. Jay Katz, Leon Herndon, Andrew J. Layton, Tiffany M. Yu, Matthew J. Bauer & Louis B. Cantor (2017) Cost-comparison of two trabecular micro-bypass stents versus selective laser trabeculoplasty or medications only for intraocular pressure control for patients with open-angle glaucoma, Journal of Medical Economics, 20:7, 760-766, DOI: 10.1080/13696998.2017.1327439. Funded by Glaukos.

Similarly, in connection with the 2020 price increase of our *iLink* therapies, we evaluated the value our cross-linking (CXL) therapies provide 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 Economics*⁵ modeled the cost-effectiveness of CXL versus no CXL for 2,000 U.S. keratoconus patients (4,000 eyes). The findings included:

- The CXL group was 25.9% less likely to undergo penetrating keratoplasty (corneal transplantation) and spent 27.9 fewer years in advanced disease stages.
- CXL had lower total direct medical costs (- \$8,677; \$30,994 vs. \$39,671) and patients out-of-pocket cost-savings could be as high as \$4,248 over a lifetime.
- CXL was associated with a 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 an 9% improvement (gain of 1.88 quality adjusted life years) compared to no CXL over the patients' lifetime.

Based on these findings and similar evaluations performed internally, a modest price increase (~3% annual average since our last increase in 2017) was enacted. Given the significant lifetime cost-savings per patient of, and the broad reimbursement available for, our products, we are confident that Glaukos' therapies represent valuable treatment options for patients suffering from chronic eye diseases.

Access, Volunteerism & Charitable Giving

To ensure that our sight preserving products are accessible to patients from underserved populations, Glaukos has established a culture of giving as well as patient support programs, including the Glaukos Patient Assistance Program and Avedro Patient Assistance Program. Glaukos has donated more than \$8.6 million of iStents to benefit underserved glaucoma patients in 44 countries across the globe and more than \$3.3 million of iLink therapies to benefit financially needy keratoconus patients. Additionally, we maintain long-standing partnerships with 107 humanitarian organizations through which we supply Glaukos products and other financial contributions.

Further, volunteerism and charitable giving are inextricably tied to our emphasis on accessibility of our products and one of the key traits of Glaukos' ethos is giving back. Company employees receive paid time off ("PTO") to encourage volunteer time giving back to the communities that we serve.

Additionally, employees are able to donate their PTO to a general PTO bank that is used to assist other employees in need but who may not have PTO available to use. As of December 31, 2020, over 3,000 hours of PTO have been donated and over 500 of those donated hours have been distributed to employees that were seriously ill or injured, or who experienced a hardship or lost a loved one. Glaukos' deeply felt sense of responsibility to give back to our worldwide community has had a tangible, positive impact not only externally but on employee engagement and morale as well.

We have also established the Glaukos Charitable Foundation (the "Glaukos Foundation") to help support our charitable endeavors. The Glaukos Foundation's mission is to support charitable organizations and programs designed to improve the well-being of humanity worldwide. The

⁵ R. Lindstrom, J. Berdahl, E. Donnenfeld, V. Thompson, et al. Corneal Cross-Linking versus Conventional Management for Keratoconus: A Lifetime Economic Model. *J Med Econ* 2020. Funded by Glaukos.

Glaukos Foundation, which is a qualified 501c(3) tax-exempt organization, was established to administer Glaukos’ philanthropic activities and create a systematic and efficient way for distributing philanthropic dollars that aligns with our mission. Through various outreach programs, the Glaukos Foundation connects employees of Glaukos with opportunities to volunteer or contribute to the improvement of the lives of others.

In 2020, despite multiple event cancellations due to the restrictions imposed by COVID-19, the Glaukos Foundation coordinated 12 giving experiences. Activities included:

- Thanksgiving Fundraiser –Glaukos employees collectively contributed almost \$70,000 the OC Food Bank and The Greater Food Bank of Boston.
- Holiday Family Adoption – Adopted 50 families in need to provide Christmas gifts and other holiday donations, including 20 families outside the U.S.
- Serra’s Pantry – Held multiple volunteer events serving food to needy individuals.
- Family Assistance Ministries – Packed boxes of food to be distributed to individuals and families in need.
- Cystic Fibrosis Climb – Charitable sponsor.
- Donations – The Glaukos Foundation donated to The Cure Glaucoma Foundation and the Hayastan All Armenian Fund.



To further support our employees’ volunteerism, any employee who volunteers on the weekend receives PTO hours in return for the volunteered time. We will continue to seek out and sponsor charitable events and ways to support our employees’ efforts to give back to our communities.

Measuring Our Performance

We’ve been proud of our patient support programs, which provide free-of-charge product to financially needy individuals, as well as our charitable support of missionary work. Our goals with respect to Access, Affordability & Pricing is to continue to support those programs by providing products to support underserved patient populations.

Topic	Goals / Key Performance Indicator (KPI)
Access, Affordability & Pricing	Provide product in support of underserved patient populations

Protection of Intellectual Property

GRI 103-1; GRI 103-2; GRI 103-3

The value of our product innovation efforts is severely diminished if we are unable to adequately protect the intellectual property that those products encompass.

Definition

Implementing safeguards to ensure Glaukos' ideas, innovations and processes are protected from competitors.

Management Approach

Intellectual property (IP) is a key asset for Glaukos. Protection our IP is crucial for continuing and promoting R&D and allowing for further innovation and profitability. Glaukos' focus is on our right of enforcement rather than seeking to establish exclusivity; this focus is accomplished by protecting our own IP and respecting the rights of others. Glaukos utilizes outside counsel to assist with IP prosecution and enforcement to provide an independent review of our approach.

To actively monitor our IP portfolio, Glaukos created a position for an internal IP counsel, who works closely with our R&D team to be sure that relevant individuals are aware of and understand the importance of other parties' IP. Glaukos makes conscious efforts to avoid infringement of existing IP rights.

Measuring Our Performance

To best maintain our current portfolio of IP rights and coordinate a comprehensive IP strategy, we have a goal to undertake a thorough annual review of existing IP rights and IP strategy, helping to formalize our IP protection efforts and generating broader organizational commitment.

Topic	Goals / Key Performance Indicator (KPI)
Protection of Intellectual Property	Annual review of existing IP rights & IP strategy

Social

Talent Attraction, Development & Retention

GRI 103-1; GRI 103-2; GRI 103-3; GRI 401-1; GRI 401-3; GRI 404-2; GRI 404-3

Employees are Glaukos' greatest asset and unless we can attract, develop and retain talented individuals, we will not be able to accomplish our strategic plan. Glaukos seeks to develop an employee experience that results in meaningful investment into effective talent practices.

Definition

Developing and implementing strategies for attracting, developing and retaining workers including by offering competitive benefits, providing career path opportunities and promoting employee satisfaction.

Management Approach

Glaukos is a rapidly growing company. Creating and maintaining a healthy 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 a comprehensive employee experience that will enable our employees to focus on our shared goal of improving the lives of patients. Maintaining our culture of excellence, innovation and humility is an important factor in recruiting and retaining top talent, which will enable us to continue to develop transformative technologies. For more information regarding some of the efforts we've taken to create a

comprehensive, cohesive and positive employee experience, please see our [Form 10-K for the year ended December 31, 2020, filed with the SEC on March 1, 2021](#).

Workforce Overview

As of December 31, 2020, Glaukos had 653 employees. The majority of our employee base is located in the United States, however, we employ individuals in 23 different countries across the globe. Of those 653 employees, 117 were classified as hourly and the remainder were salaried. In 2020, our voluntary turnover rate was 9%, which includes planned turnover related to acquisition integration, and our involuntary turnover rate was 7.5%.

New Hire Statistics (102 Total)	
U.S. Based	83%
International	17%
Female	40%
Male	60%
From Underrepresented Communities (in the U.S.)	42%

Employee Benefits & Wellness

Maintaining a healthy and satisfied workforce will attract qualified candidates and help us retain top talent, thereby decreasing the costs associated with employee turnover and increasing our capacity to accomplish our business objectives. Glaukos annually reviews our compensation and benefits packages to ensure competitiveness within our industry. Glaukos' U.S. generous benefits package includes:

- Medical Insurance
- Flexible Spending Accounts
- Health Savings Account (HAS) with Employer Contribution
- Limited Purpose Flexible Spending Account
- Dental Insurance
- Virtual Health Services
- Vision Insurance (100% Glaukos paid)
- Paid Life/AD&D and long-term disability insurance
- Paid Short-Term Disability Insurance
- Voluntary supplemental life insurance
- 401(k) Plan with employer match
- Employee Stock Purchase Plan
- Paid Time Off
- Volunteer Time Off
- Glaukos Paid holidays (13 total)
- Company-paid Parental Leave
- Tuition reimbursement for both certificated and degree programs
- Annual RSU award eligibility for all eligible employees
- Bonus eligibility for All employees
- Child and elderly care resources (100% Glaukos paid)
- Global Employee Assistance Program
- Legal benefits
- Discounted health club memberships
- Flu Shots
- Flexible Work Environment

Parental Leave Statistics*	
Eligible in 2020	8
Used in 2020	8
Returned in 2020	8
Continue to be employed	8
*Included four female and four male employees	

Glaukos has consciously sought to create a fun and comfortable environment for our employees as well. We hold holiday parties, encourage Flip Flop Fridays, regularly arrange for food trucks to visit our facilities and reward employees with special experiences on significant employment anniversaries. In the midst of COVID-19, Glaukos hosted the virtual Glaukos Holiday Madness

competition, a team-based trivia game that included Company provided cash prize for teams that performed well. Through regular employee surveys, we seek feedback from our employees about how we can improve our workplace. We value the insights our employees provide.

We believe these efforts to create a sustainable workplace environment, through a varied and employee-driven approach, will help us better achieve our long-term goals.

Employee Development

To best help our employees develop the new skills necessary to advance their careers, Glaukos regularly provides employees with relevant operational and functional training. New employees attend a multi-day program to better understand Glaukos and our products, industry and culture. This training also includes topics that address key social issues, such as combatting human trafficking and identifying labor violations. In 2020, employees recorded over 1,500 hours of training on product and sales, leadership development, and IT systems among other things. Further, employees are encouraged to pursue educational opportunities with Glaukos’ Tuition Reimbursement Program. The Company also holds quarterly all-hands meetings to update our employees on significant Company news as well as quarterly “Lunch-N-Learn” opportunities for employees to learn more about the Company’s products and progress. We also support an internship program designed to introduce young talent to our workplace.

Quarterly, our managers are expected to discuss with each individual on their team both business and personal development goals. Our managers are trained on how to elicit effective career development conversations. To determine whether these efforts are successful, Glaukos conducts an annual employee engagement survey. Employees are encouraged to provide feedback to enable Glaukos to identify and address any gaps in the employee experience. In 2020, 53% of our employees completed our annual employee survey with 92% indicating that they discussed skill and/or career development with their managers.

Measuring Our Performance

To continue advancing our efforts to attract, develop and retain top talent, we plan to implement a new employee engagement survey in 2021 and are targeting at least 75% employee participation with engagement scores at industry benchmarks or higher. We believe this will help us better identify gaps in our program and develop future goals to improve our employee experience. Additionally, the COVID-19 pandemic has necessitated a review of our work structure. We have established a goal to create a flexible work task force to help implement flexible work arrangements in 2021 once the work-from-home restrictions are lifted, which we believe will enhance our candidate pool, and therefore our recruitment efforts, and boost our retention efforts.

Topic	Goals / Key Performance Indicator (KPI)
Talent Attraction, Development & Retention	Implement new employee engagement survey in 2021 and achieve 75% employee participation with engagement scores at industry benchmark or higher
	Create a flexible work task force and implement flexible work arrangements in 2021

Diversity & Inclusion

GRI 103-1; GRI 103-2; GRI 103-3; GRI 405-1

At Glaukos, we believe that broader perspectives increase our ability to drive innovation. We have sought to create a culture that understands the power of diversity and the importance of an environment that respects each individual.

Definition

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

Management Approach

Each Glaukos employee brings a different background, set of skills and viewpoint. This diversity propels creativity and innovation, which results in improved outcomes. As important, a culture of inclusiveness will attract more talent and increase retention. We have adopted an [Affirmative Action and Equal Opportunity Policy Statement](#) (the “EEO Policy”) in which 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, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- In order to achieve our commitment to appropriate gender and minority representation within the workforce, we participate in targeted recruitment of minority, women, veteran, and disabled job-seekers to ensure representation in the applicant pool for all levels of the workforce, including senior management levels.

We provide the EEO Policy to our primary subcontractors, vendors and suppliers. In order to confirm our commitment to internal pay equity and pay transparency, Glaukos conducts an annual pay equity analysis, and regularly evaluates pay practices in connection with new hires and promotions.

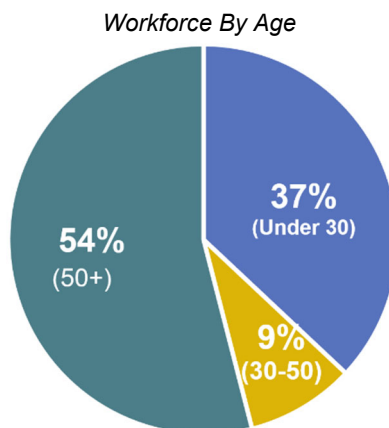
To increase diverse applicants in our hiring process, Glaukos funds online efforts to target diverse groups, including veterans, minorities and women. Additionally, Glaukos has instituted practices designed to encourage diversity in the areas of talent recruiting, talent and organizational review, development planning and training, engagement and communication. Provided below is an overview of our workforce demographics.

As of December 31, 2020, women comprised approximately fourteen percent (14%) of the Company’s board and other minority populations comprised zero percent (0%). However, as the Company has continued to emphasize the need for diversity of experience at the Board level, by March 2021 female representation on our Board had increased to thirty three percent (33%) and minority representation had increased to twenty two percent (22%). As of December 31, 2020, women comprised thirty eight percent (38%) of our senior management that report directly to the CEO and our aggregate workforce was comprised of sixty two percent (62%) male workers and thirty eight percent (38%) female workers. Our board and senior management are primarily comprised of individuals in the 50+ age range (87.5%) with the remainder in the 30-50 age range.

Our work force is primarily comprised of individuals who identify as White/Non-Hispanic (61.2%), Asian (20.3%) and Hispanic or Latino (13.8%). We have pursued and will continue to pursue diverse applicants for positions at all levels, including senior management.

To foster inclusiveness, Glaukos trains employees on harassment prevention and has adopted an Anti-Harassment Policy.

In furtherance of our commitment to internal pay equity and pay transparency, Glaukos conducts an annual pay equity analysis to evaluate the distribution of merit, bonus and RSUs, which analysis is also conducted in connection with new hires, promotions and our annual affirmative action planning process. If any gaps in pay equity are identified, that information is shared with business leaders and addressed.



Measuring Our Performance

To provide better oversight of our diversity and inclusion initiatives, we have set a goal of establishing a Diversity & Inclusion task force in 2021. We believe this will help us better oversee our initiatives, measure our progress and institute meaningful goals to increase equity across the organization.

Topic	Goals / Key Performance Indicator (KPI)
Diversity & Inclusion	In 2021, form diversity, equity and inclusion taskforce with executive sponsor to champion diversity initiatives

Workforce Health & Safety

GRI 103-1; GRI 103-2; GRI 103-3; GRI 403-2; GRI 403-7; GRI 403-9

Providing a healthy and safe workplace protects our employees and creates an environment that allows them to be the most productive.

Definition

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

Management Approach

We take great pride in creating a safe environment for our employees. Our facilities in San Clemente, CA and Waltham, Massachusetts, which include administrative and laboratory space as well as manufacturing, are designed to ensure safety for our employees and visitors. Glaukos has enacted numerous policies (shown below) intended to promote safety for our employees.

Glaukos Health & Safety Policies
Hazardous Waste Handling & Disposal
Compressed Gas Cylinder Handling
Respirator Protection Program
Injury & Illness Prevention Program
Chemical Hygiene Program
Ergonomic Assessments

Glaukos has never experienced any employee or contractor fatalities or high-consequence work-related injuries, and recordable work-related injuries are few, as evidenced by our low lost time incident rate. In 2020, Glaukos' lost time incident rate was .06 based on total incidents per 50,000 hours worked per 25 full time equivalent employees (FTE), well below the industry average.

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 occurring in the future. Root cause analysis is performed using the “5-Whys” process with the goal of identifying corrective action most likely to prevent reoccurrence. Further, we have established a Safety Committee comprised of employees from various departments that help to communicate safety information to their team members, act as their department’s liaison to bring up safety concerns or questions and work in collaboration with the Glaukos Environmental Health and Safety Manager to further improve safety within the organization. The Glaukos Environmental Health and Safety Manager regularly conducts risk assessments and institutes controls intended to eliminate hazards and minimize risks. Employees are trained to identify unsafe conditions and are encouraged to immediately report safety concerns to their supervisor, Human Resources or the Glaukos Environmental Health and Safety Manager. We will continue to review measures that can be taken to maintain our workplace safety and ensure a healthy environment for our employees.

Additionally, the Company has taken a number of other actions to improve health and safety in the workplace. Glaukos trains workers on hazard communication, use of personal protective equipment, injury and illness prevention and emergency response. To address high potency chemical compound use by our R&D employees, we installed powder containment hoods to improve safety. As COVID-19 spread in our communities, in an effort to limit its spread among our workforce, we offered employees onsite COVID-19 testing on a weekly basis at no cost.

Measuring Our Performance

In 2021, we have targeted obtaining ISO 14001 Certification for our San Clemente campus to improve our environmental performance. Additionally, Glaukos is pursuing a 10% reduction in Lost Work Day Rate by the end of 2023. Because our lost work days rate has been relatively low, achieving this goal would be a significant accomplishment and underscore our commitment to the protection of our workforce.

Topic	Goals / Key Performance Indicator (KPI)
Workforce Health & Safety	ISO 14001 Certification for San Clemente campus by end of 2021
	10% reduction in Lost Work Day Rate by end of 2023

Environmental

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

Environmental Risks

Environmental risk assessment is thorough and ongoing as a part of Glaukos’ commitment to robust external risk assessment. Rather than wait to correct negative impacts, it is our goal to proactively address any potential issue. Most of the risks identified by our assessments are negligible and immaterial to our current operations. Nevertheless, we continue to monitor them and assess how our continued growth as an organization and business will impact these factors. Currently, we continue to strive for efficiency throughout our operations, particularly in the category of energy usage in our California facilities which account for most of our impact.

Climate Change Risks and Opportunities

Glaukos regularly assesses the environmental impacts of our ongoing operations and how we can mitigate those and positively contribute to our community. With respect to climate change, we are pleased to report that we have continued to adhere to the guidelines provided by the South Coast Air Quality Management District (AQMD). At this time, we do not consider climate change a meaningful risk to Glaukos' near-term business nor do we believe that our operations are creating any material impact on the climate.

Environmental Initiatives in New Aliso Facility

As the construction of the future Aliso Viejo headquarters facility nears completion, we are putting the final touches on numerous measures intended to decrease Glaukos' footprint and increase organizational awareness of environmental conscientiousness. These include:

- Being fully compliant with the building energy efficiency standards found in California Title 24
- EV charging stations – 20 available immediately with infrastructure prepared to support up to 40 total stations
- Upgrade of all existing parking lights to LED
- Use of drought tolerant plants for landscaping
- Water bottle filling stations
- Low water and energy usage sinks and toilets
- Motion sensor lights and equipment to avoid unnecessary energy use
- Automatic motorized shades utilizing a solar track system to regulate internal temperature and cut down on energy use for climate control
- Recycling program for shredded documents and have placed recycling bins alongside every refuse receptacle across both the San Clemente and Aliso Viejo facilities

We continue to review upgrades available for our Aliso Viejo facility to decrease our impact on the environment.

Environmental Impact and Usage

Provided below are updated metrics showing our energy, water, waste and gas usage/creation. This year we have expanded the reporting to include our environmental impact in relation to our output in terms of sales, which we think is a more meaningful illustration of our usage.

Topic	Metric	2020	2019	2018
Energy	Total energy consumption (in kwh)	1,342,843	1,493,167	1,235,180
	Energy consumption per \$100,000 of sales (kWh/\$100,000)	597	633	682
	Renewable sources of energy (%)*	45%	45%	45%
Water	Water consumption (units**)	1,142,196	1,657,777	1,298,528
	Safe disposal of wastewater (y/n)	Yes	Yes	Yes
	Water consumption per \$100,000 of sales (Gal/\$100,000)	481	702	717
Waste	Hazardous waste	8870 lbs. 4.44 tons	8529 lbs. 4.23 tons	6145 lbs. 3.07 tons
	Safe disposal of electronic waste (y/n)	Yes	Yes	Yes
	Total usage (CCF)	3,715	4,033	2,327
Gas	Gas usage per \$100,000 of sales (CCF/\$100,000)	1.65	1.71	1.29

* We are unable to track the exact percentage of our energy that derives from renewable sources. However, our energy provider, San Diego Gas & Electric has indicated that it obtains 45% of its electrical generation from renewable sources: <https://www.sdge.com/more-information/environment/sustainability-approach>.

** Each unit equals 748 gallons.

Expanded Metrics-at-a-Glance

Topic	Metric	2020	2019	2018
Social				
Diversity & Inclusion	Equal opportunity policy which can be found here (Y/N)	Yes	Yes	Yes
	Percentage of board comprised of women (%)	14	14	14
	Percentage of senior management that report to the CEO comprised of women (%)	38	29	29
	Percentage of workforce comprised of women (%)	38	40	37
Talent Attraction, Development, Engagement & Retention	Number of employees	653	643	439
	Voluntary turnover rate	9.22%	±	±
	Involuntary turnover rate	7.65%	±	±
	Percentage of employees who completed the annual employee survey	53	±	±
Workforce Health, Safety & Wellbeing	Number of employee or contractor fatalities	0	0	0
	Number of high-consequence work-related injuries	0	0	0
	Lost time incident rate (total incidents per 50,000 hours worked/ per 25 full time equivalent employees	0.05	±	±
Environmental – refer to the Metrics-at-a-Glance within the Environmental section				
Product				
Access*, Affordability & Pricing	Value Product donations (amount in USD of products donated to benefit underserved patients)	\$11.9 million		
	Number of countries with patients benefitting from product donations	44		
	Number of partnerships with humanitarian organizations	107		
	Hours of PTO donated to assist other employees in need	>3,000		
Product Innovation	For information regarding currently anticipated new product launches, please see our filings with the U.S. Securities and Exchange Commission, accessible here			
Product Quality & Patient Safety	Number of product recalls or take-backs	0	0	0
	Number of products listed on the FDA’s MedWatch Safety Alerts for Human Medical Products database	0	0	0
	Number of fatalities related to products	0	0	0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP)	0	0	0
	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100	100	100
Governance				
Responsible Procurement Practices	Number of Risk Level 1 Suppliers	28	±	±
	Percentage of Risk Level 1 Suppliers audited by Glaukos	100	±	±
	Percentage of Risk Level 1 Suppliers that maintain third party quality system certificates (ISO or similar)	100	±	±
	Supplier Code of Conduct			
	Human and Workforce Rights Policy			
	Transparency in Supply Chain disclosure			

*Information provided on an aggregate basis to date.

± Information not tracked for these years.

GRI & SASB Content Index

Summarized below are the GRI and SASB disclosures included in the Glaukos 2020 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.

Topic	GRI Disclosure	SASB Disclosure	Page No.	Notes
General Disclosures				
Strategy	102-14	—	2	Statement from senior decision-maker
Organizational Profile	102-1 102-2 102-3 102-4	—	4-7	—
	102-5	—	—	Delaware corporation Publicly traded on NYSE
Report Profile	102-50 102-51 102-52 102-53	—	7	—
Governance	102-18 120-19 102-20	—	8	—
Material Topics	102-47	—	10	—
Stakeholder Engagement	102-40	—	—	Our stakeholders include customers, employees and non-employee workers, suppliers, shareholders and other providers of capital, local communities and civil society
	102-41	—	—	0%
Topic Disclosures				
Ethics & Compliance	103-1 103-2 103-3 102-16 102-17	HC-BP-510a.2 HC-MS-510a.2	11-14	—
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Topic	GRI Disclosure	SASB Disclosure	Page No.	Notes
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