

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): January 30, 2026

HARROW, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-35814
(Commission
File Number)

45-0567010
(IRS Employer
Identification No.)

1A Burton Hills Blvd., Suite 200
Nashville, Tennessee
(Address of principal executive offices)

37215
(Zip Code)

Registrant's telephone number, including area code: **(615) 733-4730**

Not Applicable

(Former Name or Former Address, if Changed Since Last Report)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of exchange on which registered
Common Stock, \$0.001 par value per share	HROW	The Nasdaq Stock Market LLC

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 or Rule 12b-2 of the Securities Exchange Act of 1934: Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 2.02. Results of Operations and Financial Condition.

On February 2, 2026, Harrow, Inc. (the “Company”) issued a press release, which, among other things, reaffirmed the Company’s full-year 2025 revenue guidance of between \$270 million and \$280 million. A copy of the press release is furnished as Exhibit 99.1 to this Current Report on Form 8-K.

The information in this Item 2.02 and Exhibit 99.1 shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such filing.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

On January 30, 2026, the Company appointed Patrick W. Sullivan, age 50, as Chief Commercial Officer of the Company, effective immediately.

Patrick W. Sullivan joined the Company as Head of Commercial in August 2025, bringing over 25 years of commercial leadership experience. Before joining the Company, Mr. Sullivan was Vice President of Marketing, Neurology Portfolio at Corium Therapeutics, where he led U.S. commercialization and launches in ADHD and dementia. Previously, he served as Global Commercial Head and Executive Director at AstraZeneca, directing the launch of Evrenzo® (roxadustat), a first-in-class anemia therapy. Earlier in his career, he held leadership roles at Shire, Adolor, Novartis, and Bayer. Mr. Sullivan holds a B.S. in Business Administration from Widener University.

There are no arrangements or understandings between Mr. Sullivan and any other person pursuant to which he was selected as officer of the Company.

Mr. Sullivan does not have any family relationships with any director or executive officer of the Company, and there are no related party transactions involving Mr. Sullivan that would require disclosure under Item 404(a) of Regulation S-K.

In connection with Mr. Sullivan’s appointment, the Company entered into an Offer Letter dated January 30, 2026 (the “Offer Letter”), pursuant to which he will receive:

- Base Salary of \$425,000 per year;
- Target annual bonus opportunity of 40% of base compensation, subject to achievement of targets agreed upon; and
- 40,000 restricted stock units (RSUs): 25,000 RSUs will vest when Harrow’s revenue reaches \$230,000,000 in a calendar quarterly period, 15,000 RSUs will vest after 3 years from the date of the award.

The foregoing description of the Offer Letter is qualified in its entirety by reference to the full text of the Offer Letter, which is filed as Exhibit 10.1 to this Current Report on Form 8-K and incorporated herein by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

No.	Description
10.1	Offer Letter dated January 30, 2026 by and between Harrow, Inc and Patrick W. Sullivan
99.1	Press release, dated February 2, 2026
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Dated: February 2, 2026

HARROW, INC.

By: */s/ Andrew R. Boll*

Andrew R. Boll

President and Chief Financial Officer



1A Burton Hills Blvd.
 Suite 200
 Nashville, TN 37215

 (615) 733.4330
 www.harrowinc.com

January 30, 2026

Dear Pat,

We are pleased to extend an offer to you to serve as **Chief Commercial Officer** for Harrow, Inc. (“Harrow”). This letter outlines the terms and conditions of your employment with Harrow (the “Offer Letter”).

Position Details:

INFORMATION

Start Date	January 30, 2026
Manager	Mark L. Baum
Location	Remote
Annualized Base Compensation	\$425,000
Salary Amount	40% of paid base compensation
Annual Target Bonus	While no bonus payment is guaranteed, your bonus will be based on the achievement of targets agreed upon by you and Mr. Baum. You must be employed with Harrow on the Day of Payment to receive a Bonus Payment. Title, compensation, and options will be reviewed accordingly at the end of 2025.
FSLA	Exempt

EQUITY

In addition to stock options previously awarded, a new award of 40,000 restricted stock units (RSUs) will be granted:

- 25,000 will vest when Harrow’s revenue reaches \$230,000,000 in a calendar quarterly period.
- 15,000 vest after 3 years from the date of award.

Other Summary Conditions:

- You must be employed at the time the award vests to be eligible for this award.
- The RSUs are subject to the approval of the award by the Compensation Committee of Harrow’s Board of Directors.
- Your entitlement to any RSUs that may be approved is, of course, conditioned upon your signing of the RSU Agreement and is subject to its terms and the terms of the Plan under which the RSUs will be granted.

Based on your performance, other metrics, and factors determined by your supervisor and the Board of Directors, you may be eligible for additional equity awards in the future.

We are excited and look forward to your contributions to Harrow.

Sincerely,

/s/ Mark L. Baum
 Mark L. Baum
 Chairman & Chief Executive Officer

Signature */s/ Patrick Sullivan* Date 1/30/2026
 Pat Sullivan



**Harrow Reaffirms 2025 Full-Year Revenue Guidance of \$270–\$280 Million,
Marking Another Year of Strong Growth**

**Doubling of VEVYE® Sales Force is On Track, Expansion of IHEEZO® Commercial Footprint to
the Office-Based Setting Underway, and Doubling TRIESENCE® Commercial Footprint
in the Surgical-Based Setting is Proceeding**

***OneHarrow* Initiative is Launched to Unify Branding under Harrow**

Patrick W. Sullivan Promoted to Serve as Harrow’s Chief Commercial Officer

MELT-300 and MELT-210 Programs on Track for New Drug Application Filings

Harrow’s ImprimisRx Settles Pending Regulatory Matters with the California Board of Pharmacy

NASHVILLE, Tenn., February 2, 2026 – Harrow (Nasdaq: HROW), a leading provider of ophthalmic disease management solutions in North America, today reaffirmed its full-year 2025 revenue guidance of between \$270-280 million, and highlighted continued execution across its commercial and development programs. The Company announced it is on track to double the VEVYE sales force by Memorial Day, expand IHEEZO in the office-based setting, and double its surgical-based sales force supporting TRIESENCE, while making progress toward filing a new drug application for MELT-300 and MELT-210. Harrow’s ImprimisRx division reached a settlement for all pending matters with regulatory authorities in California.

Mark L. Baum, Chief Executive Officer of Harrow, stated, “Our team delivered another year of strong growth in 2025, supported by positive demand trends across our key revenue-driving products, as well as meaningful progress with other parts of our portfolio, all of which we look forward to discussing further in early March when we release our full year 2025 financial results. As we begin what we believe will be another record-setting year of growth, after many years operating under two separate commercial organizations (ImprimisRx and Harrow), the OneHarrow initiative will provide greater focus, tighter alignment, and a unified effort, driving disciplined and coordinated execution across a single organization. In addition, we have initiated hiring to double the sales force supporting VEVYE and the surgical sales force supporting TRIESENCE, both driven by growing momentum and customer interest in these cornerstone products in our portfolio. We are also excited to expand IHEEZO’s focus to a targeted, separately reimbursed office-based procedures market, which we estimate exceeds 2.5ⁱ million procedures annually. This expansion of IHEEZO establishes it as a foundational tool to improve everyday ophthalmic care and vastly increases the addressable market our team is covering.”

Baum added, “I also want to congratulate Pat Sullivan on his promotion to Chief Commercial Officer. Over the past 5 months, he has stepped in and has improved the structure and focus of our commercial organization, while maintaining a strong commitment to our principles of access and affordability, and Harrow’s core spirit of entrepreneurship, creativity, and outside-the-box thinking. I especially appreciate that Pat enthusiastically agreed to his new equity incentives as performance stock units that vest upon achieving our company-wide revenue goal of \$230 million in branded revenue in a calendar quarter. In this regard, he is 100% aligned with what we are working toward and committed to delivering for our stockholders.”

ⁱ CMS Medicare Physician & Other Practitioners (CY2023)

VEVYE Sales Force Expansion

Driven by recent coverage wins with the largest pharmacy benefit manager of commercial lives in the US, which took effect on January 1, 2026, along with expected stabilization of net pricing, and additional new coverage opportunities, Harrow has begun recruiting efforts to double the number of covered US territories from approximately 50 to 100 by Memorial Day. This investment in labor is expected to fuel continued market-share expansion for VEVYE in 2026 and beyond.

IHEEZO Commercial Expansion

At the recent Hawaiian Eye & Retina Meeting, Harrow began expanding its IHEEZO commercial focus beyond retina practices to the office-based setting, by targeting, more broadly, the growing market for office-based ophthalmic procedures. Harrow estimates this to exceed 2.5 million annual use cases. The Company expects this initiative to accelerate demand for IHEEZO and drive new adoption across anesthesia-dependent, reimbursed procedures, including non-retina intravitreal and subconjunctival injections, YAG/laser and glaucoma laser procedures, foreign body removals, and selected ocular surface and eyelid procedures.

TRIESENCE Sales Force Expansion

In the coming months, Harrow intends to double the size of its surgical sales force supporting TRIESENCE. This investment is based on consistently positive clinical feedback from surgeons and improving demand metrics, including a sustained increase in interest in adopting and reordering TRIESENCE as a preferred injectable anti-inflammatory for various on-label use cases in the office and surgical suite, from visualization during vitrectomy to treating inflammation related to surgical interventions.

***OneHarrow* Initiative**

Harrow has launched *OneHarrow*, a company-wide commitment to operate under a single brand, with a shared mission to expand patient access, improve affordability, and deliver better clinical outcomes with Harrow's comprehensive portfolio of disease management solutions. As part of *OneHarrow*, all Harrow products, including its compounded formulations, will be marketed and sold through under the Harrow brand by a unified organization that is more aligned, more efficient, and better positioned to serve providers and patients.

Patrick W. Sullivan is Promoted to Serve as Chief Commercial Officer

Harrow is pleased to announce the promotion of Patrick W. Sullivan to serve as its Chief Commercial Officer. As part of Mr. Sullivan's charge, he will continue his work to strengthen Harrow's commercial foundation and focus our team on the achievement our 2027 financial goal as the Company continues to evolve into a national position as a broad-based provider of ophthalmic disease management solutions. Mr. Sullivan joined Harrow as its Head of Commercial in August 2025, bringing over 25 years of commercial leadership experience. Before joining the Company, Mr. Sullivan was Vice President of Marketing, Neurology Portfolio at Corium Therapeutics, where he led U.S. commercialization and launches in ADHD and dementia. Previously, he served as Global Commercial Head and Executive Director at AstraZeneca, directing the launch of Evrenzo® (roxadustat), a first-in-class anemia therapy. Earlier in his career, he held leadership roles at Shire, Adolor, Novartis, and Bayer. Mr. Sullivan holds a B.S. in Business Administration from Widener University.

MELT-300 Update

Following the close of [Harrow's acquisition](#) of Melt Pharmaceuticals, Harrow has completed the operational integration of Melt's programs into its organization. All ancillary studies required to support a New Drug Application (NDA) submission for MELT-300, including one non-clinical animal study and three pharmacokinetic (PK) studies, have now been initiated. Harrow remains on track to submit the NDA for MELT-300 in the first half of 2027.

ImprimisRx Settles Pending Regulatory Matters and Voluntarily Exits California

After serving California eyecare professionals and their patients for more than a decade, ImprimisRx entered into a settlement with the California Board of Pharmacy, agreed to an administrative fine of approximately \$157,000, and voluntarily exited the California market effective February 1, 2026. While ImprimisRx maintains an extraordinary adverse event (ADE) record of approximately two ADEs for every 1,000,000 products dispensed, due to California's increasingly unpredictable, costly, and punitive regulatory environment, and the associated state-specific compliance and professional services costs regularly incurred with lawyers, lobbyists, and consultants, ImprimisRx has determined that continued service to the state is no longer feasible or sustainable. ImprimisRx will now focus on optimizing its compounding operations and serving patients and providers in the 49 other states in which it is licensed. The decision to exit California is not financially material to Harrow, and the Company remains committed to working closely with eyecare professionals and patients to ensure continuity of care.

Harrow will continue to serve the California market with its portfolio of branded products.

About Harrow

Harrow, Inc. (Nasdaq: HROW) is a leading provider of ophthalmic disease management solutions in North America, offering a comprehensive portfolio of products that address conditions affecting both the front and back of the eye, such as dry eye disease, wet (or neovascular) age-related macular degeneration, cataracts, refractive errors, glaucoma and a range of other ocular surface conditions and retina diseases. Harrow was founded with a commitment to deliver safe, effective, accessible, and affordable medications that enhance patient compliance and improve clinical outcomes. For more information about Harrow, please visit harrow.com and connect with us on [LinkedIn](#).

Forward-Looking Statements

This press release contains “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Any statements in this release that are not historical facts may be considered “forward-looking statements.” This press release may include preliminary or unaudited financial results and estimates, which are subject to completion of customary year-end closing procedures and audit review; actual results may differ, potentially materially, from these preliminary results and estimates. Forward-looking statements are based on management’s current expectations and are subject to risks and uncertainties, which may cause results to differ materially and adversely from the statements contained herein. Some of the potential risks and uncertainties that could cause actual results to differ from those predicted include, among others, risks related to: liquidity or results of operations; our ability to successfully implement our business plan, develop and commercialize our products, product candidates and proprietary formulations in a timely manner or at all, identify and acquire additional products, manage our pharmacy operations, service our debt, obtain financing necessary to operate our business, recruit and retain qualified personnel, manage any growth we may experience and successfully realize the benefits of our previous acquisitions and any other acquisitions and collaborative arrangements we may pursue; competition from pharmaceutical companies, outsourcing facilities and pharmacies; general economic and business conditions, including inflation and supply chain challenges; regulatory and legal risks, including litigation matters, and other uncertainties related to our pharmacy operations and the pharmacy and pharmaceutical business in general; physician interest in and market acceptance of our current and any future formulations and compounding pharmacies generally. These and additional risks and uncertainties are more fully described in Harrow’s filings with the Securities and Exchange Commission (SEC), including its Annual Report on Form 10-K for the year ended December 31, 2024, subsequent Quarterly Reports on Form 10-Q, and other filings with the SEC. Such documents may be read free of charge on the SEC’s website at sec.gov. Undue reliance should not be placed on forward-looking statements, which speak only as of the date they are made. Except as required by law, Harrow undertakes no obligation to update any forward-looking statements to reflect new information, events, or circumstances after the date they are made, or to reflect the occurrence of unanticipated events.

Contacts:

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