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): August 06, 2026

Sight Sciences, Inc.
(Exact name of Registrant as Specified in Its Charter)

Delaware	001-40587	80-0625749
(State or Other Jurisdiction of Incorporation)	(Commission File Number)	(IRS Employer Identification No.)

4040 Campbell Avenue Suite 100 Menlo Park, California	94025
(Address of Principal Executive Offices)	(Zip Code)

Registrant's Telephone Number, Including Area Code: 877 266-1144

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

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))

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

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

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

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

Appointment of Chief Legal Officer

On August 6, 2026, the Board of Directors (the "Board") of Sight Sciences, Inc. (the "Company") appointed Kashif Rashid to serve as the Company's Chief Legal Officer and Corporate Secretary, effective August 10, 2026.

Mr. Rashid, aged 53, previously served as General Counsel of Nevro Corp., a medical device company dedicated to treating chronic pain, from December 2017 to January 2024, and as Senior Vice President, Corporate Development, and Chief Legal Officer from January 2024 to April 2025 (acquired by Globus Medical in April 2025). From March 2017 to December 2017, Mr. Rashid served as Vice President, Legal at Atara Biotherapeutics, Inc., a biotechnology company focused on T-cell immunotherapy. From June 2008 to February 2017, Mr. Rashid served first as Associate General Counsel and later as Deputy General Counsel at St. Jude Medical, Inc., a medical device company (acquired by Abbott in January 2017). From September 1998 to June 2008, Mr. Rashid served in roles of increasing responsibility at General Electric Company's Healthcare business, Loews Corporation and Kaye Scholer, LLP, a global law firm. Mr. Rashid received a B.S. in Business Administration from the George Washington University and a J.D. from Georgetown University Law Center.

Employment Agreement

In connection with Mr. Rashid's appointment as Chief Legal Officer and Corporate Secretary, Mr. Rashid entered into an employment agreement with the Company (the "Employment Agreement"), effective August 10, 2026. Pursuant to the terms of the Employment Agreement, Mr. Rashid will receive an initial annual base salary of $450,000 (such annual base salary, as may be adjusted by the Board from time to time, the "Base Salary") and will be eligible to receive an initial annual cash bonus, targeted at 50% of the Base Salary (such target, as may be adjusted by the Board from time to time, the "Annual Bonus").

If Mr. Rashid's employment is terminated by the Company without cause, or Mr. Rashid resigns from the Company with good reason, the Company shall: (a) pay Mr. Rashid an amount equal to the Base Salary for the subsequent 12-month period, (b) pay Mr. Rashid an amount equal to any unpaid Annual Bonus earned for the year prior to the year of termination, payable when annual bonuses for such year are paid to other executives of the Company, and (c) make direct payment of, or reimbursement for, the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended ("COBRA") premiums, less the amount the Mr. Rashid would have paid for coverage as an active employee, commencing on Mr. Rashid's separation date and ending upon the earliest of: (i) the expiration of the subsequent 12-month period, (ii) the date Mr. Rashid and/or his dependents become no longer eligible for COBRA, or (iii) the date Mr. Rashid becomes eligible to receive benefits from a subsequent employer.

Under the Employment Agreement, "cause" generally means, subject to notice and cure rights, an executive officer's: (a) refusal to substantially perform duties or carry out reasonable and lawful instructions concerning duties, (b) material breach of a policy of the Company, provision of the employment agreement or any other material agreement between the executive officer and the Company, (c) conviction, plea of no contest, plea of nolo contendere, or imposition of unadjudicated probation for any felony or crime involving moral turpitude, (d) unlawful use or possession of illegal drugs on the Company's (or any of its affiliate's) premises or while performing the executive officer's duties and responsibilities under the employment agreement, or (e) commission of an act of fraud, embezzlement, misappropriation, willful misconduct or breach of fiduciary duty against the Company or any of its affiliates.

Under the Employment Agreement, "good reason" generally means, subject to notice and cure rights, (a) a reduction in Base Salary or Annual Bonus, (b) a material decrease in authority or areas of responsibility, (c) the relocation of the executive officer's primary office to a location more than 35 miles from the executive officer's primary office as of the date of the Employment Agreement, (d) the failure of any successor of all or substantially all of the Company's assets to assume the Employment Agreement, to the extent such assumption does not occur automatically by operation of law, or (e) the Company's breach of a material provision of the Employment Agreement.

The foregoing description of the Employment Agreement does not purport to be complete and is subject to and qualified in its entirety by reference to the full and complete text of the Employment Agreement, a copy of which will be attached as an exhibit to the Company's Quarterly Report on Form 10-Q for the third quarter ending September 30, 2026.

Indemnification Agreement

In connection with his appointment, Mr. Rashid has entered into the Company's standard form of executive officer indemnification agreement. The form of indemnification agreement was previously filed as Exhibit 10.6 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2025, which was filed with the SEC on March 4, 2026.

Equity Grants

Additionally, in connection with Mr. Rashid's appointment as Chief Legal Officer and Corporate Secretary, he will be eligible to receive an award of restricted stock units (the "RSU Award") pursuant to the Company's 2021 Incentive Award Plan (the "Plan") with an aggregate value of $1,400,000 subject to the terms and conditions of the Plan and the related award agreement. The RSU Award shall vest in four equal, consecutive annual installments, commencing on August 10, 2027, the first anniversary of Mr. Rashid's commencement of employment, subject to Mr. Rashid's continued service through each vesting date. The number of shares issuable pursuant to the RSU Award shall be based on the closing price of the Company's common stock on the grant date, provided that in no event shall the number of shares exceed 280,000.

Relationships and Transactions

Mr. Rashid has no family relationships with any director or executive officer of the Company. There are no arrangements or understandings between Mr. Rashid and any other person pursuant to which Mr. Rashid was appointed as an executive officer. Additionally, there are no transactions involving Mr. Rashid that would require disclosure under Item 404(a) of Regulation S-K.

Resignation of Chief Legal Officer

Effective August 10, 2026 (the "Separation Date"), Jeremy Hayden will step down as the Company's Chief Legal Officer and Corporate Secretary to pursue other opportunities. The Company appreciates Mr. Hayden's many contributions to the Company. Mr. Hayden will remain employed by the Company through August 31, 2026 to assist with the transition of his roles and responsibilities.

Subject to and contingent upon his timely execution and non-revocation of a separation agreement and customary release of claims (the "Separation Agreement"), and continued compliance therewith, the Company will (i) pay Mr. Hayden one year of his base salary, payable in regular installments over the 12 month period following the Separation Date; and (ii) pay or reimburse Mr. Hayden for, up to one year of COBRA benefits.

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.

Sight Sciences, Inc.

Date:	August 10, 2026	By:	/s/ James Rodberg
			James Rodberg
			Chief Financial Officer
			(Principal Financial and Accounting Officer)