



2023

Sustainability Report

Environmental, Social,
and Governance Practices

PUBLISHED JUNE 10, 2024



Our Mission

Develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care — empowering people to keep seeing.

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Introduction

Report Scope and References

This Sustainability Report on our Environmental, Social, and Governance (“ESG”) Practices encompasses the global operations, impact and compliance of Sight Sciences, Inc. and its subsidiaries (“Sight Sciences” or the “Company”).

This report focuses on the three years ended December 31, 2023, 2022, and 2021 and should be read in conjunction with documents filed with the Securities and Exchange Commission, including our most recent 2023 Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, and our DEF 14A proxy statement for 2024 Annual Meeting of Stockholders, which can both be found on the Investor Relations section of Sight Sciences’ website at:

<https://investors.sightsciences.com/>

All references to years are to fiscal years ended December 31st, unless otherwise noted. All references to dollars are US dollars, unless otherwise noted. While this report has been prepared with due care, it has not been externally assured. Further information can be obtained by contacting Investor Relations at Investor.Relations@Sightsciences.com.

Sight Sciences, Inc

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Note About Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and are generally identified by the words “believe,” “expect,” “anticipate,” “intend,” “opportunity,” “plan,” “project,” “will,” “should,” “could,” “would,” “likely” and similar expressions and include statements about our strategies, markets, business, and opportunities. Any statements contained in this report that are not statements of historical fact may be deemed to be forward-looking statements. Forward-looking statements in this report include, but are not limited to, statements regarding our business philosophy, objectives and strategies; current and future ESG-related initiatives, including expected environmental, social and governance activities and practices; expected real estate and manufacturing capacities; policies and practices with respect to our suppliers; and policies and practices with respect to information security. Forward-looking statements are based on current assumptions that are subject to risks and uncertainties. Our expectations and beliefs regarding these matters may not materialize, and actual results in future periods are subject to risks and uncertainties that could cause actual results to differ materially from those projected. Actual results may differ materially from those indicated by these forward-looking statements as a result of numerous risks, uncertainties and assumptions. Information on these and additional risks, uncertainties, and assumptions, and other information affecting our business and operating results, is contained in our Annual Report on Form 10-K for the year ended December 31, 2023, our Quarterly Report on Form 10-Q for the quarter ended March 31, 2024 and our other filings with the Securities and Exchange Commission. Given these uncertainties, you should not place undue reliance on these forward-looking statements. Moreover, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time. It is not possible for us to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements we may make. The forward-looking statements made in this report relate only to events as of the date on which the statements are made. Except as required by law, we assume no obligation to update these forward-looking statements, or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future. The information included in, and any issues identified as material for purposes of, this Sustainability Report may not be considered material for SEC reporting purposes. In the context of this disclosure, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.

Introduction

Our Approach to Sustainability and ESG

Sight Sciences' mission is to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care – empowering people to keep seeing. We are passionate about improving patients' lives by helping them to preserve their sight.

We have compiled this summary sustainability report of our ESG activities and results as evidence of our commitment to what we believe is important to our customers, patients, employees, suppliers, and investors. This is our first report on our ESG program, and we plan to expand our activities in future years as we further enhance our ESG scope. We believe we have a small environmental footprint, therefore we have not included specific metrics on our emissions. Over time, we plan to expand tracking on key ESG metrics, including emissions.

Our ESG strategy is grounded in business sustainability, our behaviors, and our Code of Business Conduct and Ethics. We are committed to diversity, equity, inclusion, and belonging in hiring and developing our talent, which we believe is critical to our future growth and success.

Our business philosophy is grounded in the following principles: comprehensively understanding disease physiology; developing transformative technologies that are intended to preserve, protect, or restore natural physiological functionality to diseased eyes; commercializing products with high-quality clinical evidence that can elevate the standard of care; providing intuitive, interventional solutions to ophthalmologists and optometrists (together, “eyecare professionals” or “ECPs”); and delivering compelling value to all stakeholders, including patients, providers and third-party payors such as Medicare and commercial insurers. Our objective is to create an interventional mindset in eyecare, whereby our minimally invasive procedural technologies may be used earlier in disease treatment, supplanting conventional approaches and elevating the standard of care for eyecare patients around the world.

We are committed to research and development to stay at the forefront of the ophthalmology industry particularly for glaucoma and dry eye patients. We look forward to continuing to expand our ESG program while also helping thousands of patients every year.



Sincerely,

Paul Badawi

Paul Badawi
Sight Sciences, Inc
Chief Executive Officer and Founder
Menlo Park, California

Introduction

Table 1: Key Sustainability and ESG Indicators, 2021-2023

Table 1 captures our significant data. We present more detailed data throughout this report.

Economic Performance	2023	2022	2021
Economic value generated and distributed (dollar amounts in thousands) ¹			
Revenue	\$81,056	\$71,331	\$48,956
Cost of revenue ²	\$11,881	\$12,361	\$8,610
Salaries and wages	\$57,638	\$68,982	\$44,231
Interest paid to lenders	\$5,408	\$4,466	\$4,366
Investment in research and development	\$17,556	\$22,859	\$15,634
Social Performance	2023	2022	2021
Annual voluntary employee turnover	19.3%	23.1%	15.9%
Fatalities	0	0	0
Lost time injuries	0	0	0
Lost time injury rate ^{3, 4}	0.0	0.0	0.0
Total recordable injury rate ⁴	0.0	0.0	0.0
Percentage senior (director or above) executives female	29%	24%	22%
Monetary value of material fines and sanctions for production or market-related non-compliance	\$0	\$0	\$0
Total Known Information Security Breaches ⁶	0	0	0
Consumers Impacted by Information Security Breaches	0	0	0
Cost of Information Security Breaches	\$0	\$0	\$0
Political Contributions	\$0	\$0	\$0
Lobbying Contributions	\$112	\$240	\$60
Industry Membership Dues Paid	\$51	\$47	\$35

¹ Detailed financial accounts are disclosed in our 2023 Annual Report on Form 10-K on the Investor Relations section of Sight Sciences' website at: <https://investors.sightosciences.com/>

² Includes all payments to third parties for materials and services used in production

³ Full-time regular employees only

⁴ Injuries per 200,000 employee hours worked

⁵ Marketing and labeling as defined by applicable Food and Drug Administration (FDA) regulations

⁶ Information Security Breaches are defined as each individual incident that occurs where unauthorized access is gained to computer data, networks, devices, or applications that has been deemed to be a material event.

01

Sight Sciences in Brief

Sight Sciences, Inc. (Nasdaq: [SGHT](#)) was incorporated in Delaware on February 10, 2010. Our mission is to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care – empowering people to keep seeing. We are passionate about improving patients' lives by helping them to preserve their sight. Our business philosophy is grounded in the following principles: comprehensively understanding disease physiology; developing transformative technologies that are intended to preserve, protect, or restore natural physiological functionality to diseased eyes; commercializing products with high-quality clinical evidence that can elevate the standard of care; providing intuitive, interventional solutions to ECPs; and delivering compelling economic to all stakeholders, including patients, providers and third-party payors such as Medicare and commercial insurers. Our objective is to create an interventional mindset in eyecare, whereby our minimally invasive procedural technologies may be used earlier in the disease treatment, supplanting conventional approaches and elevating the standard of care for eyecare patients around the world.

The Company's OMNI® Surgical System ("OMNI") is a minimally invasive glaucoma surgery ("MIGS") device indicated in the United States to reduce intraocular pressure in adult patients with primary open-angle glaucoma ("POAG"), and CE Marked in the European Economic Area for the catheterization and transluminal viscodilation of Schlemm's canal and the cutting of trabecular meshwork to reduce intraocular pressure in adult patients with open-angle glaucoma. The SION® Surgical Instrument ("SION") is a bladeless, manually operated device used in ophthalmic surgical procedures to excise trabecular meshwork. The Company's TearCare® System ("TearCare") is 510(k) cleared in the United States for the application of localized heat therapy in adult patients with evaporative dry eye disease due to meibomian gland dysfunction ("MGD") when used in conjunction with manual expression of the meibomian glands, enabling office-based clearance of gland obstructions by physicians to address the leading cause of dry eye disease.

More comprehensive information on Sight Sciences is provided at our website: www.SightSciences.com and in our most recent 2023 Annual Report on Form 10-K, proxy statement for our 2024 annual stockholder meeting, and our other filings with the Securities and Exchange Commission, which can be found on the Investor Relations section of Sight Sciences' website at: <http://investors.SightSciences.com/>.



Locations and Businesses

Our principal global operations are summarized in Table 2 and discussed by functional areas below. We have entered into operating leases for our commercial buildings. Our corporate headquarters are located in Menlo Park, California, where we lease approximately 11,000 square feet of office, research and development, engineering and laboratory space pursuant to a lease that expires October 31, 2026. We also lease approximately 2,000 square feet of office space, which is primarily used by our commercial team, in Southlake, Texas, pursuant to a lease that expires on May 15, 2026.

We believe that our existing facilities are adequate to meet our business requirements for the near-term, and that additional space will be available on commercially reasonable terms, if required. In addition, we believe that our properties are in good condition and are adequate and suitable for their intended purposes.

Table 2: Summary of Primary Sight Sciences Locations

As of December 31, 2023

Regions	Primary Locations	Employees in Region	Roles
United States	<ul style="list-style-type: none"> • Menlo Park, CA • South Lake, TX • Remote employees 	200	Sales and marketing, customer service, training, market access, clinical, operations, quality assurance, regulatory affairs, research and development, and corporate functions (People, information technology, legal, accounting, and finance)
Europe	<ul style="list-style-type: none"> • United Kingdom • Germany 	14	Sales, customer service, marketing, and administration

Manufacturing Operations

We do not currently operate any manufacturing facilities and instead contract with third parties for our production requirements, including key components used in our products.

On January 14, 2021, we entered into a supply agreement (the "Peter's Supply Agreement") with contract manufacturer Peter's Technology (Suzhou) CO LTD. ("PTCS"), a Chinese wholly-owned subsidiary of PT Medtech HK, Limited. In February 2021, PTCS began to produce commercially saleable OMNI units for us at its Suzhou City, China production facility. In May 2021, we entered into a separate supply agreement with a U.S.-based manufacturer with multiple manufacturing sites for the production in the United States of our OMNI Surgical System. Our supply agreements with these manufacturers contain customary terms and conditions. Pursuant to the Peter's Supply Agreement, PTCS purchases components from approved suppliers for assembly, and we make purchases from PTCS on a purchase order basis. The Peter's Supply Agreement expires January 14, 2025, and the agreement provides for automatic renewals of additional one-year periods if neither party provides notification that they intend to terminate the agreement within 90 days of the end of the then-current term. We also have the right to terminate the agreement without cause by providing 180 days' advance written notice, or with 30 days' written notice with any material agreement default by the manufacturer. We subsequently amended the Peter's Supply Agreement in January and November 2022 to, among other things, contract with PTCS to manufacture our SmartLids, a component of the TearCare System, and SION surgical instruments. We entered into a third amendment to the Peter's Supply Agreement in March 2024, pursuant to which, Peter's confirmed its commitments to our Supplier Code of Ethics as well as to certain anti-bribery/anti-corruption, slavery/human trafficking and similar standards and requirements.

For the production of our TearCare System components, we currently have supply arrangements with several medical device manufacturers. In addition to our agreement with PTCS for the production of SmartLids, we partner with various other suppliers for the production of the SmartHub and Clearance Assistant components of our TearCare System.

We believe that the manufacturing capacity provided by our approved third-party suppliers is adequate to meet our current and anticipated manufacturing needs. We do not currently plan to manufacture our products or any related components ourselves.

Manufacturing facilities that produce medical devices or their component parts intended for distribution worldwide are subject to regulation and periodic unannounced inspection or audits by the FDA and other domestic and international regulatory agencies or notified bodies. In the United States, any products we sell are required to be manufactured in compliance with the FDA's Quality System Regulation ("QSR"), which covers the methods used in, and the facilities used for, the design, testing, control, manufacturing, labeling, quality assurance, packaging, storage and shipping of our products.

The distribution of our products is handled directly through a third-party logistics provider. For our surgical glaucoma segment, our finished goods are shipped from our contract manufacturers to a gamma sterilization facility after which they are shipped to fulfillment facilities and, ultimately, to our customers. For our dry eye segment, our finished goods are shipped from our contract manufacturers to fulfillment facilities, and ultimately, to our customers.

Sales and Marketing

We primarily sell OMNI and SION in the U.S. through our dedicated Surgical Glaucoma sales team. Our commercial strategy for OMNI centers on building confidence and conviction among the glaucoma community through continued execution of our clinical trials and publication of their results in peer-reviewed journals. Our Surgical Glaucoma segment, which includes OMNI and SION, represented 92% of our total revenues for the year ended December 31, 2023. We have established direct commercial operations in the United States, United Kingdom, and Germany, and sell OMNI in other countries in Europe through distributors. Revenue outside of the United States is under 10% of our total revenue in all periods discussed in this report.

We primarily sell TearCare in the U.S. through our dedicated Dry Eye ocular surface sales team. Our commercial strategy for TearCare has been to drive awareness and adoption through limited cash-pay sales of TearCare to ECPs while simultaneously seeking to lay the foundation for sustainable coverage and reimbursement through the generation of compelling clinical data and conduct of a targeted coding, coverage and reimbursement initiative.



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Governance

Sight Sciences' standards for corporate governance and business integrity are set by corporate and listed company regulation, and by the Corporate Governance Guidelines and the Code of Business Conduct and Ethics adopted by our Board of Directors ("Board") and published on the Investor Relations Corporate Governance section of Sight Sciences' website at:

<https://investors.sightsciences.com/corporate-governance/governance-overview>.

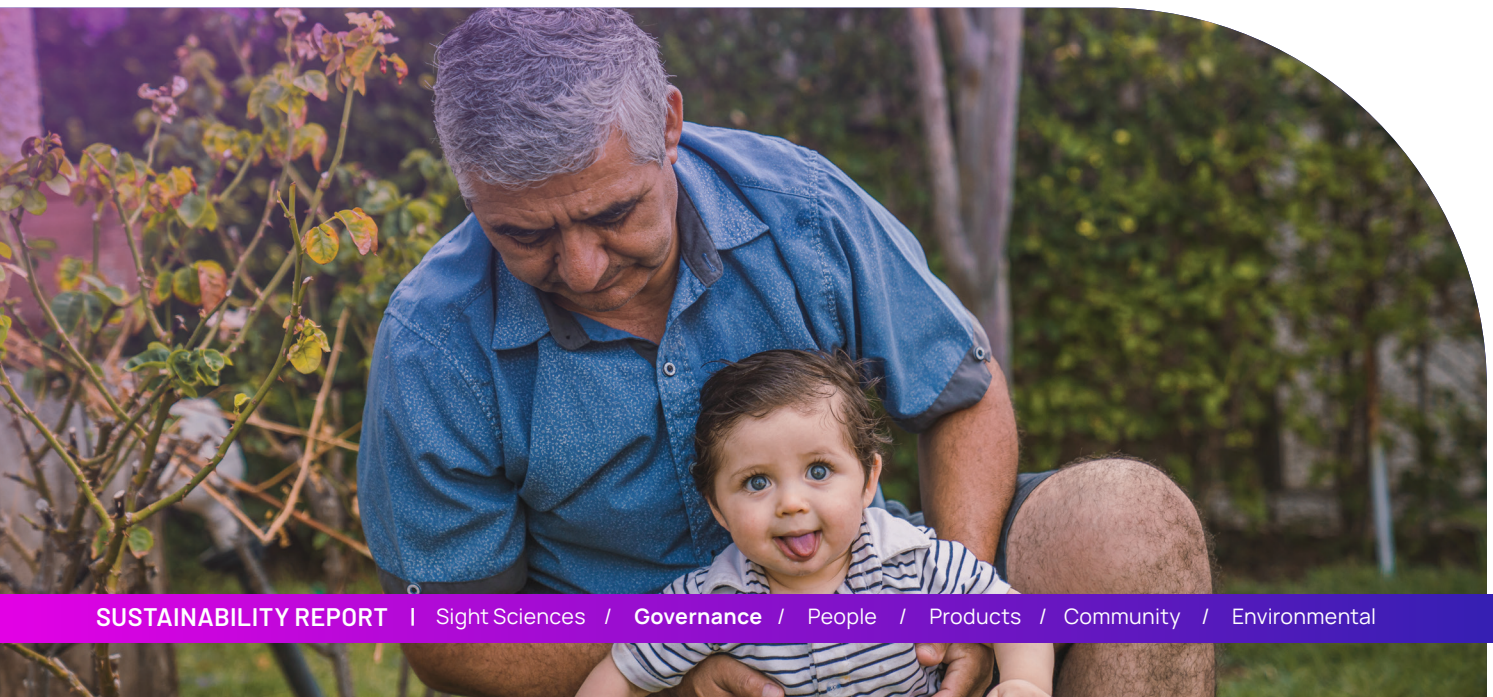
Corporate Governance

Our Board has adopted Corporate Governance Guidelines to assist in exercising our responsibilities in accordance with all applicable laws and regulations. These include the regulations of the Securities and Exchange Commission ("SEC") and the rules (the "Nasdaq Rules") of the Nasdaq Stock Market LLC ("Nasdaq") on which Sight Sciences' common stock is listed. The Corporate Governance Guidelines are published on the Investor Relations Corporate Governance section of Sight Sciences' website at:

<https://investors.sightsciences.com/corporate-governance/governance-overview>.

Our Board will continue to evaluate its governance structures as Sight Sciences' business evolves, to ensure that we manage the business for the long-term interests of our stockholders and other stakeholders. For example, in 2023 the Board decided to add a Commercial Strategy Committee to provide oversight and advice to the Company and its management in matters relating to the Company's product commercialization strategies. The Board has also amended the charter of the Nominating and Corporate Governance in 2023 to make explicit the committee's responsibility to oversee the Company's ESG Program and non-financial compliance practices and programs. A more detailed review of our governance is provided in our most recent annual proxy statement to stockholders, issued under section 14(a) of the Securities Exchange Act. The Committee Charters are published on the Investor Relations Corporate Governance section of Sight Sciences' website at:

<https://investors.sightsciences.com/corporate-governance/governance-overview>.



Governance Structure

Our business affairs are managed under the direction of our Board, which is currently comprised of eight members. In April 2024, our Board determined that six of our eight directors are independent within the definition of Nasdaq's independent director requirements. As of December 31, 2023, the Board had four committees: the Audit Committee (currently three directors), the Compensation Committee (currently three directors), the Nominating and Corporate Governance Committee (currently three directors), and the Commercial Strategy Committee (currently three directors). Each committee is comprised solely of independent directors.

Our Corporate Governance Guidelines require that the Board shall fill the Chair of the Board and CEO positions based upon the Board's view of what is in the best interests of the Company at any point in time, provided that it is the Company's policy that the positions of Chair of the Board and CEO must be held by separate persons and the Chair of the Board must be independent, as determined in accordance with the Nasdaq Rules.

The Board may modify its leadership structure in the future as it deems appropriate. At such times as the Chair of the Board is an Independent Director, the Chair of the Board will serve as lead director. Staffan Encrantz has served on our Board of Directors as chairperson since October 2017 and is considered independent.

Our Board believes the current board leadership structure provides effective independent oversight of management while allowing our Board and management to benefit from Mr. Encrantz's leadership and years of experience as an investor and board member for multiple public and private entities. Mr. Encrantz is best positioned to identify strategic priorities, lead critical discussion, and execute our strategy and business plans. Mr. Encrantz possesses detailed in-depth knowledge of the issues, opportunities, and challenges facing us. Independent directors and management sometimes have different perspectives and roles in strategy development. Our Board believes that Mr. Encrantz's role enables strong leadership, creates clear accountability, facilitates information flow between management and our Board, and enhances our ability to communicate our message and strategy clearly and consistently to stockholders.



Table 3: Summary of Sight Sciences Board of Directors

The following table sets forth the names and ages as of April 26, 2024, as filed in our proxy statement to stockholders for our 2024 annual stockholder meeting and certain other information for each director.

Name	Class	Age	Position(s)	Director since	Current term expires
Paul Badawi	I	49	Director, Chief Executive Officer and President	2011	2025
Erica Rogers ^{2,4}	I	61	Director, Chairperson of the Compensation Committee	2019	2025
Brenda Becker ^{2,3}	I	64	Director	2022	2025
Staffan Encrantz ^{3,4}	II	72	Director, Chairperson of the Board of Directors and Chairperson of the Nominating and Corporate Governance Committee	2017	2026
Catherine Mazzacco ^{1,4}	II	59	Director, Chairperson of the Commercial Strategy Committee	2023	2026
Donald Zurbay ^{1,2}	III	56	Director, Chairperson of the Audit Committee	2020	2027
David Badawi, M.D.	III	54	Director, Chief Technology Officer	2011	2027
Tamara Fountain, M.D. ^{1,3}	III	61	Director	2022	2027

¹ Member of our Audit Committee

² Member of our Compensation Committee

³ Member of our Nominating and Corporate Governance Committee

⁴ Member of our Commercial Strategy Committee

Director Independence

Our common stock is listed on the NASDAQ Global Select Market. Under the Nasdaq Rules, independent directors must comprise a majority of a listed company's Board of Directors. In addition, the Nasdaq Rules as applied to the Company require that each member of our Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee be independent. Under the Nasdaq Rules, a director will only qualify as an "independent director" if, in the opinion of that company's Board of Directors, that person does not have a relationship that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director.

In April 2024, our Board undertook a review of its composition, the composition of its committees and the independence of each of our directors and considered whether any director had a material relationship with us that could compromise his or her ability to exercise independent judgment in carrying out his or her responsibilities. Based upon information requested from and provided by each director concerning his or her background, employment and affiliations, including family relationships, our Board determined that none of Mr. Encrantz, Ms. Rogers, Ms. Becker, Ms. Mazzacco, Mr. Zurbay, and Dr. Fountain, representing six of our eight directors, had any relationship that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director and that each of these directors was "independent" as that term is defined under the Nasdaq Rules.

Our Board also determined that Mr. Zurbay (Chairperson), Ms. Mazzacco, and Dr. Fountain, who comprise our Audit Committee, Ms. Rogers (Chairperson), Ms. Becker and Mr. Zurbay, who comprise our Compensation Committee, and Mr. Encrantz (Chairperson), Ms. Becker, and Dr. Fountain, who comprise our Nominating and Corporate Governance Committee, satisfy the independence standards for those committees established by applicable SEC rules and Nasdaq listing standards.

Family and Other Relationships

Except for Paul Badawi and David Badawi, who are brothers, there are no family relationships among any of our directors, director nominees or executive officers. There are no arrangements or understandings between or among our executive officers and directors pursuant to which any director or executive officer is to be selected as a director or executive officer.

Board Performance

Our Nominating & Corporate Governance Committee has the following delegated purposes in regards to Board performance, among other responsibilities set forth in the committee's charter:

- recommend to the Board the persons to be nominated for election as directors at any meeting of stockholders and the persons (if any) to be elected by the Board to fill any vacancies on the Board;
- recommend to the Board the directors to be appointed to each committee of the Board;
- develop and recommend to the Board corporate governance guidelines;
- oversee the Company's environmental, social and governance ("ESG") strategy, policies and reporting;
- oversee the Company's compliance efforts with respect to applicable legal and regulatory requirements and relevant Company policies and programs other than with respect to financial matters within the purview of the Audit Committee; and
- oversee the evaluation of the Board.

The Nominating and Corporate Governance Committee follows a process of regularly reviewing board composition and board refreshment, with a long-term perspective and with reference to desired director skills and experience. The performance of directors who are seeking re-election at the end of their three-year appointment is ultimately reviewed by stockholders through their votes at the annual stockholder meeting. Our independent directors review the performance of the Chief Executive Officer annually.

Board and Executive Remuneration

Our Board's Compensation Committee reviews the cash and equity compensation of directors and senior management, including target and actual incentives.

The committee's in-depth review of executive and director compensation is published in our proxy statement to stockholders. Our compensation philosophy and related corporate governance policies and practices are complemented by several specific compensation practices designed to align our executive compensation with long-term stockholder interests, including:

- **Independent Compensation Committee and Board Approval.** The committee is comprised solely of independent directors. In addition, certain executive compensation decisions require the approval of all independent directors.
- **Independent Compensation Committee Advisor.** Consistent with prior years, the committee engaged its own independent compensation consultant to assist with its compensation review for 2023.
- **Annual Executive Compensation Review.** The committee conducts an annual review and approval of our compensation strategy and objectives. The committee also performs an annual review of the risks related to our compensation practices.
- **Pay-for-Performance.** Our executive compensation program is designed so a significant portion of the total compensation opportunity for our executives will only be earned based on our achievement of business and strategic objectives deemed by the committee to be critical to driving long-term stockholder value.
- **Long-Term Vesting Requirements.** The long-term equity awards granted to our executives generally vest over four-year periods, consistent with current market practice and our retention objectives, except in limited circumstances where deemed necessary by the committee to recruit or retain executives.
- **No Tax Reimbursements on Severance or Change in Control Payments.** We do not provide any tax reimbursement payments (including "gross-ups") on any severance or change-in-control payments or benefits.
- **No Special Retirement Plans.** We do not offer, nor do we have plans to provide, special pension arrangements, retirement plans or nonqualified deferred compensation plans or arrangements to our executive officers.
- **No Special Health or Welfare Benefits.** Our executive officers participate in the same company-sponsored health and welfare benefits programs as our other full-time, salaried employees.
- **Stock Ownership Guidelines.** We have adopted a Stock Ownership Policy applicable to our executive officers and non-employee directors that is intended to align the interests of our executive officers and directors with those of our stockholders. The Stock Ownership Policy is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>.
- **Hedging and Pledging Prohibited.** We prohibit our directors, executive officers and employees from engaging in hedging transactions and pledging our securities.
- **Policy for Recovery of Erroneously Awarded Compensation.** We maintain a Policy for Recovery of Erroneously Awarded Compensation applicable to our executive officers that provides for the potential recovery of incentive compensation in the event of a financial restatement under certain circumstances. The Policy for Recovery of Erroneously Awarded Compensation is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>.

Board Oversight

Our Boards of Directors consists of experienced professionals, all of whom have long track records of success in the healthcare industry as investors, executives or practicing ophthalmic physicians. Their experience and expertise provide them with the ability to provide strong oversight and strategic direction to the Company. Our Board of Directors reviews, approves and monitors our fundamental financial and business strategies, assesses major risks and how to address them, and oversees the processes and procedures designed to maintain Sight Sciences' integrity.

Risk assessment and oversight are an integral part of our governance and management processes. Our Board encourages management to promote a culture that incorporates risk management into our corporate strategy and day-to-day business operations. Management discusses strategic and operational risks at regular management meetings and conducts specific strategic planning and review sessions during the year that include a focused discussion and analysis of the risks facing us. Throughout the year, senior management reviews these risks with the Board and Board committees at meetings as part of management presentations that focus on particular business functions, operations or strategies, and presents the steps taken by management to mitigate or eliminate such risks.

Our Board has delegated to our Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee and Commercial Strategy Committee the responsibility for review and oversight of our risks as set forth in the charters of the respective committees and disclosed in the descriptions of each of the committees below. Our Board focuses on overall risk management strategy, the most significant risks facing us, and implementation of attendant risk mitigation strategies, and receives regular reports from the Board committees and management with respect to their respective risk oversight activities. Our Audit Committee is responsible for discussing our policies with respect to financial and accounting-related risk assessment and risk management, including guidelines and policies to govern the process by which our exposure to risk is handled, and for overseeing management of our financial risks and potential conflicts of interest. Our Nominating and Corporate Governance Committee manages risks associated with the independence of our Board and potential conflicts of interest and also has risk management responsibility for the Company's non-financial compliance programs, including our healthcare compliance program, cybersecurity program, and environmental, social and governance ("ESG") program. Our Compensation Committee is responsible for overseeing the management of risks relating to our executive and director compensation plans and arrangements. Our Commercial Strategy Committee is responsible for overseeing our product commercialization strategies and identification and mitigation of attendant risks.

Business Integrity

The best protection of integrity is to instill a culture that values honesty and ethics. All our directors, officers, and employees are guided by, and regularly trained on, our Code of Business Conduct and Ethics. The Code of Business Conduct and Ethics is published on the Investor Relations Corporate Governance section of Sight Sciences' website at <https://investors.sightsciences.com/corporate-governance/governance-overview>. The Code of Business Conduct and Ethics sets forth the compliance and ethical standards we expect our employees and directors to adhere to; the procedures employees, officers, and directors must follow for a suspected breach; and the consequences for substantiated violations of the Code of Business Conduct and Ethics, misconduct, or violation of the law. The Code of Business Conduct and Ethics has also been drafted to satisfy the NASDAQ exchange's listing standards, as well as the applicable Securities and Exchange Commission rules and regulations. It deals with topics such as conflicts of interest, confidential information, fair dealing with customers, suppliers, competitors, and healthcare professionals, and compliance with financial reporting, insider trading, and other financial market regulation.

Sight Sciences encourages and expects employees to speak up by asking questions, raising concerns, and reporting actual or suspected misconduct and violations of the law. The Company has instituted a Compliance and Anti-Retaliation Policy, which is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>. The purpose of this policy is to create an environment in which legal, regulatory and policy concerns can and will be raised in a manner that is free from fear of retribution and retaliation. To facilitate that environment, the Company has an Ethics Hotline to provide employees and contractors with a channel to raise questions, concerns or allegations of noncompliance or unethical conduct in a confidential manner, and anonymously if desired. The Ethics Hotlines is available 24 hours per day, 7 days per week. An independent company operates the Ethics Hotline. All matters that are reported through the Ethics Hotline are communicated to our Nominating and Corporate Governance Committee, and, as appropriate, to our Board as well.

Ethics and Anti-Corruption

Sight Sciences' Global Anti-Bribery and Anti-Corruption Policy addresses compliance with anti-bribery and anti-corruption laws, such as the U.S. Foreign Corrupt Practices Act ("FCPA") and the U.K. Bribery Act. The Global Anti-Bribery and Anti-Corruption Policy prohibits employees, officers, or board members from engaging in or tolerating bribery or any other form of corruption. Under the Global Anti-Bribery and Anti-Corruption Policy, the giving of gifts, entertainment, meals or refreshments must be reasonable and consistent with customary business practices where allowed. Employees, officers, or board members may not provide gifts, entertainment, meals, refreshments, or other benefits that are intended to corruptly influence a third party's decision regarding Sight Sciences and its business. Non-routine facilitating and expediting payments are prohibited unless pre-approved by the Chief Financial Officer or Chief Executive Officer.

All employees are required to undertake business ethics and compliance training relevant to their positions. Many positions also receive additional guidance materials and competency training on laws and regulations relevant to their duties, including: the FCPA, UK Bribery Act and other relevant anti-bribery and anti-corruption laws; privacy regulations such as the European General Data Protection Regulation ("GDPR"), California Consumer Privacy Act of 2018, amended by the California Privacy Rights Act of 2020 ("CCPA," "CPRA") and Health Insurance Portability and Accountability Act ("HIPAA"); global anti-corruption; export compliance; prevention of discrimination and harassment, insider trading compliance, ethical interactions with healthcare professionals, and cyber security.

Ethics and Anti-Corruption (cont.)

We take seriously, investigate, and respond appropriately to any potential breaches of the Code of Business Conduct and Ethics and other policies and procedures pertaining to our ethical behaviors and practices. Internal audits of compliance standards, processes, practices, behaviors, and outcomes continue throughout the business as informed by our enterprise-wide risk

assessments with oversight from our Board committees. We revise the subject matter of audit and training as part of the annual planning for internal audit and healthcare compliance as well as for our related controls and compliance processes, and additionally on the advice of our legal counsel and other external advisors.

Intellectual Property

We rely on a combination of patents, trade secrets, copyrights, trademarks, and non-disclosure agreements to protect our proprietary technology and rights.

Our product innovation has resulted in a comprehensive portfolio of 39 issued U.S. patents, 62 issued patents

outside of the U.S. (including five issued European patents and their national validations), 28 pending U.S. non-provisional patent applications, 26 pending foreign patent applications and three pending Patent Cooperation Treaty patent applications as of December 31, 2023.

Information Security

We believe protecting our information systems is of critical importance to our employees, our customers, and our shareholders. We have an Information Cybersecurity and Data Privacy Policy, which is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>, designed with the goal of protecting Sight Sciences' informational assets against reasonably foreseeable internal, external, and accidental threats. Information can exist in a variety of forms, including data stored on computers and associated devices, transmitted over the network infrastructure, printed on paper, sent by fax, stored on portable devices and magnetic media, or discussed during verbal or telephone conversations. We are committed to protecting our information technology (IT) systems and the data and privacy of our employees, customers, and partners through cybersecurity and privacy measures with both enterprise-wide and individual employee-level initiatives.

The Nominating and Corporate Governance Committee of the Board of Directors oversees the Company's data privacy and cyber security programs (collectively, the "Data Security Programs") through periodic reviews at least annually of the cybersecurity practices and controls, mitigation activities, current threat levels, training initiatives, breaches, and results from any penetration testing. Cybersecurity risk management is also part of the enterprise risk management program and is reviewed by the Board of Directors, or its designee, at least annually.

Our Cybersecurity and Data Privacy Policy is designed to protect the Company's informational assets against reasonably foreseeable internal, external, and accidental threats.

Information Security (cont.)

Our information security policy follows guidance from the primary global standards for security, the National Security Institute of Standards and Technology (NIST), and outlines the foundation for key components of our plan including:

- Least Privilege Access – A user is only provided the minimum access required to perform their job;
- An Incident Response Management Plan including investigation steps and notifications required on all actual and suspected information security incidents for our Security Operations Center (SOC);
- Patch Management Program to ensure that all infrastructure has the latest required patches;
- Cybersecurity training programs;
- User and Password Management including requirements for multi-Factor authentication (MFA) across all users in the organization; and
- Mandatory compliance with all cybersecurity programs, including applicable legislative and regulatory requirements.

Our Cybersecurity training program is focused on awareness of new techniques that threat actors are utilizing both in the corporate environment as well as in our employees' personal lives. The training includes awareness videos as well as periodic Phishing, Smishing, and Vishing tests. Employees undergo regular training on information security best practices, including interactive training to confirm understanding and test skills.

The Company is committed to complying with the applicable global privacy and data security laws that govern our business operations and practices. As part of this commitment, we have taken steps to help protect the personal information we collect, use, maintain and disclose. The Company's global privacy policy outlines and governs how and what information is collected, how it is used, and rights that the data subjects have to their information.

The Company provides appropriate technical and organizational measures to protect personal information from unauthorized access, use, disclosure, alteration or destruction. Employees are trained annually on privacy laws and the procedures and processes that they need to follow to comply with applicable regulations. We are committed to complying with data standards worldwide including, but not limited to, global privacy laws (e.g., the EU General Data Protection Regulation) and US state privacy laws (e.g., the California Consumer Privacy Act).

Table 4: Sight Sciences Information Security Breaches, 2021-2023

	2023	2022	2021
Total Known Information Security Breaches	0	0	0
Consumers Impacted by Information Security Breaches	N/A	N/A	N/A
Cost of Information Security Breach (\$ in thousands)	N/A	N/A	N/A

Sight Sciences has a cyber security insurance policy that could cover a portion of costs incurred for information security breaches. "Information Security Breaches" are defined as each individual incident that occurs where unauthorized access is gained to computer data, networks, devices, or applications that has been deemed to be a material event.

03

Our People

At Sight Sciences, we believe our employees are critical to our success and our ability to focus on quality care, continuous improvement, and outstanding customer satisfaction. We bring in the best people in the industry and provide the necessary support and development for them to be productive, engaged and successful. These factors are reinforced in our Code of Business Conduct and Ethics, our behaviors, and by formal policies on workplace behavior, discrimination and harassment, health and safety, career development and employee benefits programs. We strive to ensure our measures of safety, remuneration and employee engagement are in line with industry benchmarks.

Throughout this report, we have provided high-level summary statistics on pay as a function of gender and race, as we strive to improve reporting on these key metrics and eliminate potential pay gaps. However, we note that the information provided in these statistics does not provide more granular, one-to-one role comparisons that are needed to assess similarly situated employees based on their specific roles, skills, and experience. As part of our commitment to diversity, equity, inclusion, and belonging, we perform affirmative action reviews by job role, and we seek to address any pay or promotion discrepancies found that are not based on role, experience or skill.

Table 5: Sight Sciences Employees

As of December 31, 2023

We employed **214** people worldwide, of which **99%** were full-time regular employees. Full-time is defined as any employee who works 30 or more hours a week. We have a consistent track record of employee full-time, permanent roles for the mass-majority of our roles, and have an almost 50 - 50 mix of females and males across our employee base.

NUMBER OF EMPLOYEES AND TEMPORARY STAFF BY REGION¹

	Total	Full-time Total	Male	Full-time Male	Female	Full-time Female
Total Employees	214	212	109	107	103	103
USA	200	198	103	101	95	95
Europe	14	14	6	6	8	8

Table 5: Sight Sciences Employees (cont.)

NUMBER OF EMPLOYEES AND TEMPORARY STAFF BY YEAR ¹

Year	Full-Time ²	Part-Time ³	Temporary ⁴	Total
2023	212	2	0	214
2022	250	2	0	252
2021	216	2	0	218

	2023	2022	2021
Employees with a permanent contract ^{1,5}	100%	100%	100%
Employees with a temporary contract ^{1,4}	0%	0%	0%

	2023	2022	2021
Directly employed workforce ^{1,6}	214	252	218
Not directly employed workforce ^{1,7}	10	7	7
Directly employed workforce percent of total workforce ¹	95.5%	97.3%	96.9%
Not directly employed workforce percent of total workforce ¹	4.5%	2.7%	3.1%

¹ Data as of December 31 in each of the respective years

² Full-time employees are defined as employees who work at least 30 hours in a regular workweek.

³ Part-time employees are defined as employees who work less than 30 hours in a regular workweek.

⁴ Employees with a temporary contract are defined as employees hired by the Company on a short-term basis or for a specific project duration.

⁵ Employees with a permanent contract are defined as employees who work under the direct supervision and control of the Company, receive wages, benefits and other employment related provisions directly from the Company and whose contract has no predefined end date.

⁶ Directly employed workforce is defined as employees who work under the direct supervision and control of the Company and receive wages, benefits and other employment related provisions directly from the Company.

⁷ Not directly employed workforce is defined as on-site contractors, temp agency workers, consultants and freelancers.

Diversity, Equity, Inclusion, and Belonging

Diversity, equity, inclusion, and belonging are essential elements of Sight Sciences' business practices. We are committed to creating and maintaining a workplace in which all employees and board members have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience and unique perspectives. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that employees invest in their work represents a significant part of our culture as well as our reputation and achievements. We embrace employees' and board members' diversity of background, experience, culture and other characteristics that make employees unique. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Sight Sciences is committed to compliance with all applicable federal and state laws prohibiting discrimination in employment and, therefore, prohibits discrimination against its employees or applicants based on any legally recognized "protected class". Consistent with the Americans with Disabilities Act and similar state and local laws, we work with qualified employees and applicants with disabilities in order to identify and provide reasonable accommodations that can enable them to perform their jobs. Sight Sciences' equal employment opportunity philosophy applies to all aspects of employment with Sight Sciences including recruiting, hiring, job assignment, training, promotion, job benefits, compensation, discipline and dismissal. Sight Sciences has implemented policies, procedures and trainings to help ensure that any reports of potential discrimination or harassment are appropriately investigated and corrected.

Sight Sciences has adopted a Diversity and Inclusion Policy which can be found on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>. Sight Sciences annually submits to the United States Equal Employment Opportunity Commission ("EEOC") an Employer Information Report ("EEO-1") to provide data regarding the gender and racial/ethnic diversity of our colleagues in the United States. Sight Sciences last EEO-1 report which can be found on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>.

Diversity at the top sets the expectation for inclusion throughout the organization. As a result, we are disclosing specific diversity-related metrics, including self-identified sex, race, and sexual orientation for our board of directors. An "underrepresented minority" is defined as an individual who self-identifies in one or more of the following groups: Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander or Two or More Races or Ethnicities. An "LGBTQ+" individual is defined as an individual who self-identifies in one or more of the following groups: lesbian, gay, bisexual, transgender, and queer or questioning in regards to their sexual orientation. As of the date of this report, four of the eight board directors self-identified with one or more diversity characteristic.





Diversity, Equity, Inclusion, and Belonging (cont.)

Our Board believes that it is critical that membership of the Board includes a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, ethnicity and diversity of thought, as outlined in our director qualification standards.

Our Board aspires to maintain a balance so that:

- female / male parity on the Board is the ultimate goal, with a commitment to have no less than 40% female representation on the Board; and
- at least one director is from an underrepresented minority background, as defined by the Equal Employment Opportunity Commission (“EEOC”),

while recognizing that periods of change in Board composition may result in temporary periods when this balance is not achieved.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that employees invest in their work represents a significant part of the Sight Sciences culture as well as the reputation and the Company’s achievement. Sight Sciences embraces employees’ diversity of background, experience, culture, and other characteristics that make employees unique, as discussed further below.

SELF-IDENTIFIED DIVERSITY CHARACTERISTICS

Female	Underrepresented Minority	LGBTQ+
4/8	1/8	0/8

All employees and board members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Sight Sciences’ equal employment opportunity philosophy applies to all aspects of employment with Sight Sciences including recruiting, hiring, job assignment, training, promotion, job benefits, compensation, discipline, and dismissal.

Sight Sciences has implemented policies, procedures, and training to help ensure that any reports of potential discrimination or harassment are appropriately investigated and corrected. Sight Sciences encourages employees to report instances of illegal discrimination or harassment to their supervisors, other members of management, or People. Employees are also made aware of their rights to report complaints of harassment and discrimination to the appropriate government agencies. Each manager is responsible for ensuring that equal employment opportunity policies are implemented.

Table 6: Sight Sciences Employee Ethnic and Racial Profile,^{1, 2} 2021-2023

	2023	2022	2021
American Indian/Alaskan Native	0.5%	0.0%	0.0%
Asian	11.6%	12.6%	16.0%
Black or African American	6.6%	5.9%	8.0%
Hispanic or Latino	9.6%	8.9%	5.2%
Two or more races	2.5%	3.0%	2.8%
Native Hawaiian or other Pacific Islander	0.0%	0.0%	0.5%
White	69.2%	69.6%	67.5%

¹ US Data only

² Data as of December 31 in each of the respective years

With approximately 70% of our workforce identifying as white and the remaining 30% representing a diverse array of racial and ethnic backgrounds, we are committed to creating an inclusive environment where every individual feels valued, respected, and empowered to bring their authentic selves to work. We continue to strive for a more diverse workforce in the future, at all levels of the organization.

Table 7: Sight Sciences Employee Gender Profile, 2021-2023

	2023	2022	2021
Percentage of women in management positions ^{1, 2}	36.9%	31.5%	27.0%
Percentage of women in the overall workforce ^{1, 2}	48.6%	44.1%	43.8%

¹ Only full-time regular employees captured; percent of females vs. total within each category

² Data as of December 31 in each of the respective years

While we have seen improvements on the percentage of women in our overall workforce and are close to 50% of the total workforce, we only have a little more than 1/3 of our female employees in management positions. In 2023, we created a Women in Leadership initiative at Sight Sciences to encourage, support, and enable women to take on leadership roles, and we expect to see increasing percentages of women in leadership positions in future periods.

Table 8: Sight Sciences Employee Pay Equity by Gender – Senior Roles,^{1,2} 2021-2023

(\$ in Thousands)	2023	2022	2021
Number of Male Executives, Excluding CEO ¹	3	4	5
Number of Female Executives, Excluding CEO ¹	1	0	0
Average Base Salary, Male Executives, Excluding CEO ^{1,2}	\$410	\$378	\$350
Average Base Salary, Female Executives, Excluding CEO ^{1,2}	\$410	N/A	N/A
Ratio of Average Base Salary: Female Executives to Male Executives, Excluding CEO ¹	100%	N/A	N/A
Number of Male Vice Presidents ¹	12	15	15
Number of Female Vice Presidents ¹	3	2	5
Average Base Salary, Male Vice Presidents ^{1,2}	\$278	\$262	\$252
Average Base Salary, Female Vice Presidents ^{1,2}	\$279	\$275	\$259
Ratio of Average Base Salary: Female Vice Presidents to Male Vice Presidents ¹	100%	105%	103%

¹ Data as of December 31 in each of the respective years

² Employee pay equity by gender is based on base salary only and excludes incentive and stock-based compensation.

As demonstrated in the chart above, our female Executives and Vice Presidents receive base salaries equal to our male Vice Presidents. We continue to strive to increase female leadership within the Company.

Our intention is to increase communication regarding employee pay equity by gender in the coming years by including data from the levels below the Vice President level.

Table 9: Sight Sciences Employee Age Profile,¹ 2021-2023

	2023	2022	2021
Under 30	8.5%	6.0%	5.6%
30-39	25.5%	24.6%	30.2%
40-49	40.6%	43.7%	39.5%
50-59	20.3%	19%	18.1%
Over 60	5.2%	6.7%	6.5%

¹ Data as of December 31 in each of the respective years

Over the past three years, between 60 to 70% of Sight Sciences' employees were in the age group of 30 to 49 years old. Our group of employees over 50 has remained stable around 25% while our younger employee group, below 30, has seen a small increase over the past three years.

Health and Safety

Our approach to health and safety uses both our management systems and our quality culture to minimize workplace incidents and maximize the care taken for employees who suffer from a workplace incident, per our health and safety policy. In our corporate / R&D facility, safety walks, team briefings and risk assessments identify risks to minimize incidents and prevent accidents.

Sight Sciences has appointed an Environment, Health & Safety (“EH&S”) Coordinator, an EH&S Committee, and that team tracks safety incidents, monitors safety training company-wide, and conducts audits of our health and safety program. There is a quarterly facility inspection, and reports are sent out to department heads after each inspection. Employees are encouraged to report any unsafe work practices or safety hazards encountered on the job. All accidents/incidents (no matter how slight) are to be immediately reported to the supervisor on duty, and are tracked in our HRIS system.

In 2024, the EH&S Committee implemented an Emergency Action Plan for our Menlo Park Headquarters and plans to implement a Workplace Violence Prevention Program for our California employees.

Sight Sciences also has a corporate wellbeing program centered around enhancement of employee resilience. We organize activities and provide tools and support with a focus on improving the 5 pillars of wellbeing: physical, social, mental, mindful and emotional wellbeing.

Injury Rates

The number of incidents requiring time off work for rehabilitation (lost time injuries) has been zero in the periods reported and better than industry injury rates, indicating an effective management system and sustained focus on continuous improvement.

Table 10: Sight Sciences Injury Rates, Global, 2021-2023

	2023	2022	2021
Fatalities	0	0	0
Lost time injuries	0	0	0
Lost time injury rate (injuries per 200,000 employee hours worked) ^{1,2}	0.0	0.0	0.0
Total recordable injury rate ²	0.0	0.0	0.0

¹ Full-time regular employees only

² Injuries per 200,000 employee hours worked

Career Development and Learning

Sight Sciences employees can participate in different career development opportunities, which are designed in consultation with the employees' operational management and the People Department. We encourage employees to take advantage of learning opportunities in

and outside the Company. As part of our commitment to career development and learning, we perform affirmative action reviews by job role, and we have a policy to address identified pay or promotion discrepancies that are not based on experience or skill.

Work-Life Integration

At Sight Sciences, we prioritize work-life integration as a fundamental aspect of our organizational culture. We recognize that achieving a harmonious balance between professional responsibilities and personal well-being is essential for employee satisfaction and productivity. To support this, we have implemented various initiatives, including flexible work hours, remote and hybrid work options, and generous leave policies. Additionally, we encourage open communication and transparency, fostering an environment where employees feel empowered to manage their workload in a way that aligns with their personal lives. By valuing work-life integration, we aim to cultivate a supportive and inclusive workplace where individuals can thrive both professionally and personally.

As part of our work-life integration initiatives, Sight Sciences provides a competitive paid parental leave benefit, with up to 8 weeks of paid time off to eligible regular full-time employees and regular part-time employees regularly scheduled to work at least 20 hours per week to enable them to take paid time off to bond with their newborn child, newly adopted child, or child newly placed for foster care with the employee or the employee's spouse or registered domestic partner. Such time is available to employees regardless of sex or gender, but must be taken within one year of the birth, adoption, or placement for foster care with the employee. The employee must (a) be employed by the Company for at least 180 days prior to the date when such leave would commence; and (b) file a claim for any available state benefits. Paid parental leave benefits are coordinated with any other wage replacement benefits received by

the employee through the state where the employee lives so that the employee receives collectively 100% of the employee's normal gross weekly wage for up to a maximum of 8 weeks. Where an employee's weekly wage fluctuates (i.e. the employee is eligible to earn commissions), the employee's normal gross weekly wage is calculated based on the average of the employee's weekly earnings for the Company during the 6 semi-monthly pay periods immediately preceding the start of the employee's leave period.

Sight Sciences also considers requests for unpaid personal leave for compelling/urgent reasons not otherwise covered by the Company's leave and time off policies. Requests for personal leave are considered in management's sole discretion. If granted, a personal leave is typically limited to thirty (30) days.

Lastly, in the event of a death in an employee's family, a Sight Sciences employee may be granted up to five (5) days of paid bereavement leave for immediate family members and three (3) days for other family members to handle matters related to death and grieving. "Immediate family" includes the employee's spouse, domestic partner, parents (including step-parents, foster parents, parents-in-law, and domestic partner's parents), grandparents, siblings, children, children of a domestic partner, step-children, or adopted children.

Employee Consultation and Communication

Our management and labor workforces communicate effectively, including via informal committees and regular team briefings and meetings. We track concerns as they arise, and our executives also take questions and concerns from employees directly at regular events. We conduct regular employee satisfaction and engagement surveys to understand employees' concerns and opportunities for improvement. These extensive surveys are complemented with focus group discussions and pulse surveys. Our most recent survey was conducted in August 2023.

Employee Security and Responsible Workforce Restructuring

At Sight Sciences, we are committed to treating our workforce responsibly.

In situations necessitating a reorganization, we apply various measures on a case-by-case basis and depending on local conditions. For example, the various measures include internal mobility, transfer, re-training, financial compensation, advanced notification, and/or outplacement services.

In the past three fiscal years, there were two significant reorganizations ("RIF") at Sight Sciences affecting more than 5% of the total global workforce. The first one occurred in July 2022 and affected 25 employees, or approximately 10% of the global workforce. The second one took place in October 2023, and affected 24 employees, or again approximately 10% of the total global workforce. The Company provided severance and outplacement services to all impacted employees, which were primarily in its clinical (2022 RIF) and commercial organization (2022 and 2023 RIF).

Table 11: Sight Sciences Significant Reorganizations, 2021-2023

	2023	2022	2021
Number of Significant Reorganizations ¹	1	1	0
Number of employees impacted	24	25	N/A
% of employees impacted	10%	10%	N/A

¹ Significant reorganizations are defined as any reorganization affecting more than 1,000 employees or greater than 5% of the total global workforce

Employee Turnover

We track employee turnover and address specific concerns by location and department, as necessary. We have seen voluntary turnover decline in 2023 from 2022, which we believe is due to our improved culture and employee engagement.

Table 12: Sight Sciences Staff Voluntary Turnover, % of Total, 2021-2023

	2023	2022	2021
Annual voluntary employee turnover	19.3%	23.1%	15.9%

Freedom of Association

By striving to provide equal access and fair treatment to our employees based on merit, the Company believes it improves its success while enhancing the progress of individuals and the community. Sight Sciences is also committed to compliance with applicable labor and employment laws, including the observation of those laws that pertain to freedom of association, collective bargaining, privacy, and recognition of the right to form and join worker organizations or to refrain from doing so, and those laws that pertain to the elimination of any improper employment discrimination.

Human Rights Policy

The Company operates under, and continuously strives to comply with, an array of global laws and regulations governing our business operations and practices, including complying with laws and regulations prohibiting modern slavery and human trafficking. The UK Modern Slavery Act of 2015 requires certain organizations carrying out business in the United Kingdom to publish a policy statement regarding human trafficking and modern slavery. This Company Modern Slavery & Human Trafficking Policy, published for the financial year ending in 2023, is prepared pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets forth key principles that guide the Company's business practices.

Human Rights Policy (cont.)

COMPANY INITIATIVES

The Company is committed to taking steps to prevent slavery and human trafficking from occurring within our business operations and supply chain. These steps include the following:

- Adopting and implementing a Code of Business Conduct and Ethics that outlines the ethical guidelines and legal standards employees are expected to adhere to, such as creating a safe and respectful workplace. The Company's annual Code of Business Conduct and Ethics training and certification also includes a section on identifying and reporting slavery and human trafficking.
- Adopting and implementing a Supplier Code of Ethics and Conduct that outlines the ethical guidelines and legal standards the Company's suppliers are expected to meet, including but not limited to complying with laws and regulations prohibiting slavery, human trafficking, forced labor and child labor.
- Having a supplier agreement template that requires suppliers to expressly represent and warrant that they will adhere to the Supplier Code of Ethics and Conduct and all applicable laws prohibiting human trafficking and slavery. The Company's form supplier agreement gives the Company the right to evaluate, audit, and/or inspect a supplier's facilities, books, and business records to verify the supplier's compliance with the terms and conditions of the supplier agreement, or the Supplier Code of Ethics and Conduct.
- Regularly updating the Company's Nominating and Corporate Governance Committee, and the Company's full Board of Directors, on the Company's ESG initiatives, including providing reports of any non-compliance with the provisions of our relevant policies and procedures.

The Company supports the 'living wage' principle as stipulated in the United Nation's Universal Declaration of Human Rights ("UDHR"), Article 23.3: "Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection." The Company complies with all applicable local laws and regulations relating to wages, work hours, overtime, and benefits. The Company pays fair wages to its employees, meeting or exceeding the amount for basic living needs in line with its UN Global Compact commitment. At least annually, the Company reviews salaries for all employees and commits to adjusting salaries that would fall below the living wage level.

Open Door Policy

We welcome employees' suggestions for improving Sight Sciences, including concerns, suggestions, or questions about their jobs. As further detailed in the Sight Sciences employee handbook and related policies, steps for raising any concerns include, but are not limited to, first bringing the situation to the attention of an immediate supervisor, who will address the concern in accordance with our policies and procedures.

Open Door Policy (cont.)

If the situation persists, or if the employee is not comfortable addressing the issue with their immediate supervisor because it directly concerns the supervisor, the employee may describe the issue in writing and present it to the People Department, which will review the matter.

The employee may also address the issue by contacting the Legal Department or the Sight Sciences' Ethics Hotline, which is available 24/7. Alternatively, the employee may present the issue in writing to a member of the executive team who will attempt to reach a final resolution.

Although Sight Sciences cannot guarantee that every problem will be resolved to the employee's satisfaction, Sight Sciences values these observations, and employees should feel free to raise issues of concern, in good faith, without the fear of retaliation. Further, as discussed above, for issues or concerns regarding unlawful discrimination or harassment, we also direct employees to the Sight Sciences policies on Diversity, Equity, Inclusion, and Belonging, as well as Sight Sciences' employee handbook and other related policies for procedures to follow in reporting concerns about discrimination or harassment.

Grievance Mechanisms

Sight Sciences believes that any employee complaints should be taken seriously. The People Department is responsible for addressing individual grievance cases. Employees are also advised that if, for any reason, they are not comfortable reporting any complaint to the People Department, they have additional options, including, but not limited to, the following, which are further detailed in the Sight Sciences employee handbook and other related policies, including with respect to ethics and conflicts of interest:

- Writing to Sight Sciences' Chief Legal Officer, Chief Compliance Officer, or Chief Financial Officer;
- Calling Sight Sciences' toll-free whistleblower hotline ((833) 624-0284) or submitting a report using the Sight Sciences whistleblower reporting web site (sightsciences.ethicspoint.com); and/or
- Writing to the Audit Committee of the Sight Sciences Board of Directors.

All reports, whether or not made anonymously, will be treated as confidentially as possible, consistent with applicable law and to the extent practicable consistent with the Company's need to investigate such reports.

Appropriate corrective action will be taken as warranted in Sight Sciences' judgment and consistent with applicable law. It is against Sight Sciences policy to retaliate in any manner, including harassment or threats, against any person who has in good faith reported a suspected violation of law or who has participated in good faith in an investigation related to potential violations.

04

Our Products

We are committed to the importance of our mission to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care – empowering people to keep seeing. We are proud of the cumulative impact we have had on patients with over 200,000 total procedures performed with our surgical glaucoma and dry eye technologies. We are committed to research and development to stay at the forefront of ophthalmology treatments and elevate the standard of care for patients worldwide. We are focused on product quality and innovation not only to meet our customer requirements for our products and services, but in our vigilance in meeting our safety and marketing obligations.

Quality Policy

Sight Sciences provides innovative and efficacious products for glaucoma and dry eye patients to improve their health and well-being. Sight Sciences is committed to understanding and meeting customer needs, providing reliable quality products, sustaining an effective quality system, and maintaining regulatory compliance.

The Sight Sciences executive team communicates measurable long-term and short-term goals and objectives for the Company, including maintenance of an effective quality system. Status and progress are reviewed on a regular basis in executive staff meetings, monthly business review meetings, and department staff meetings, and communicated to employees in all-employee meetings and other intra-company communications.

Departments establish and monitor additional performance indicators that support our goals and objectives, which are reviewed at least annually by our management review committee. Additionally, key performance indicators may be reviewed and reported more frequently in other cross-functional meeting venues, as established by the executive team.

Upon joining Sight Sciences, our employees are trained to our quality system, which is based on U.S. and applicable international medical device quality system standards and regulations, including ISO 13485:2016, EU MDR, and UK MDR. The training is performed at all sites and includes a comprehensive assessment aligned to the category of the job function performed by the employee. This level of training is used to develop awareness, and substantiate competency, consistent with education or equivalent skill, and experience, to work in Sight Sciences' cGMP medical device design manufacturing, and distribution centers.

Quality, Innovation, and Continuous Improvement

Our people work to high operational standards, and we are committed to quality, innovation, compliance, and continuous improvement. We have a global quality policy as part of our Quality Management System that is integral in reinforcing and maintaining our commitment to quality.

Research and Development

We have a strong track record of innovation since our first product was introduced in 2018. We continually seek to improve the features of our products, identify new applications for our technology, and expand our technology portfolio. New product ideas are driven by our patients, physicians, our employees, and our customers.

For our products to remain leaders in competitive markets, we invest appropriately in innovation, with approximately \$17.6 million (or 21.7% of our revenue) devoted to research and development expenses in full year 2023.

Table 13: Sight Sciences Expenditures on R&D, 2021-2023

	2023	2022	2021
R&D / revenue	21.7%	32.0%	31.9%
Revenues (\$ in thousands)	\$81,056	\$71,331	\$48,956
R&D expense (\$ in thousands)	\$17,556	\$22,859	\$15,634



Product Quality

Sight Sciences' Quality Management System engages our employees and suppliers to help ensure our expected product quality. Sight Sciences has comprehensive systems and processes to help ensure our products are designed to meet patient needs and performance requirements. We use accepted engineering and scientific principles to design and manufacture our products. We design manufacturing processes to consistently meet product quality attributes. We apply these principles from product conception through commercialization and for the product's life.

We have established data sources and metrics in several quality sub-systems including product development, supplier performance, manufacturing process controls, equipment controls, field performance and complaint systems, internal, external, and supplier audits and product risk assessment. We monitor data trends and take appropriate action based on those trends.

We acknowledge the need for our products to work safely, effectively, and efficiently. Our product quality is underpinned by our Quality Management System,

which takes into account the requirements of ISO 13485 standards, the European medical device directive 93/42/EEC, the European medical device regulation 2017/745, the US FDA Quality System Regulations for medical devices (21 CFR Part 820), and other regulations in our target markets for certain Sight Sciences products. Sight Sciences' Quality Management System provides an integrated quality plan covering quality practices, resources, and activities. The main systems include management responsibility, design control, change control and document management, and improvement management (including corrective and preventative action, risk management and post market surveillance). The Quality Management System is certified by an independent notified body.

All of our employees complete training in relevant Quality Management System areas. We implement a comprehensive internal audit program across the entire business to help ensure compliance with the Quality Management System and to help identify improvement opportunities.

Supplier Standards

Sight Sciences' third-party contract manufacturers are vital to our success, so it is important we screen and select the contract manufacturers carefully. As such, we have developed a Supplier Code of Ethics and Conduct that outlines the principles and ethics our suppliers are expected to comply with. Our Supplier Code of Ethics and Conduct, which can be found on the Investor Relations Corporate Governance section of Sight Sciences' website at: <https://investors.sightosciences.com/corporate-governance/governance-overview>. In addition, we are committed to limiting the use of conflict minerals throughout our supply chain and complying with the reporting and due diligence obligations required by the U.S. SEC. In accordance with these commitments and its principles of action, Sight Sciences expects that each of its Suppliers, their parent companies, subsidiaries and affiliated entities, employees, temporary or not, comply with the principles of this Supplier Code of Ethics and Conduct.

We strive to use those contract manufacturers that can commit to the principles set forth in our Supplier Code of Ethics and Conduct, even though this approach may result in increased costs to us.

CONFLICT OF INTEREST AND MODEST GIFTS

Suppliers, as well as our employees, are not permitted to engage in any activities that would create an actual or potential conflict of interest regarding their duties, interests, or obligations to the Company. The Company's employees are permitted to give and accept only modest entertainment and tokens of appreciation (i.e., gifts) that are considered usual and customary and in compliance with the Code of Business Ethics and Conduct, the Global Anti-Bribery and Anti-Corruption Policy, and all applicable laws and regulations.

Supplier Standards (cont.)

PRIVACY AND CONFIDENTIALITY

Suppliers are expected to protect the personal information of their business partners, customers, employees, and others they do business with. In addition, Suppliers are contractually required to protect all proprietary or confidential information that the Company shares with Suppliers.

ANTI-BRIBERY AND ANTI-CORRUPTION

The Company complies with the anti-bribery and anti-corruption laws of the countries in which it does business, such as the Foreign Corrupt Practices Act, the U.K. Bribery Act, and any similar laws. It is imperative that our Suppliers also abide by all applicable anti-bribery and anti-corruption laws and regulations. Without limitation, Suppliers may not make, on the Company's behalf, any direct or indirect payments or promises of payment to foreign government officials for the purpose of inducing an unfair business advantage. In addition, certain anti-bribery and anti-corruption laws, including the U.K. Bribery Act, also forbid bribery in the private sector. The same principles apply in the governmental and commercial contexts: do not corruptly offer, promise, or accept anything of value. Suppliers are expected to agree to comply with these principles during their contacts with employees of the Company as well as with their own subcontractors. Our Suppliers are expected to implement a compliance program aiming at detecting and preventing corruption, including internal rules prohibiting and sanctioning corruption practices, employee's awareness-raising campaign, and appropriate control systems.

HUMAN, SOCIAL AND LABOR RIGHTS

The Company respects the human rights and dignity of people throughout its operations and global supply chain. The Company expects its Suppliers to comply with laws that promote safe working conditions and individual security, laws prohibiting forced labor, the employment of underage children, and human trafficking.

The Company supports the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. All Suppliers are encouraged to support these principles. In accordance with the Global Compact principles, the Universal Declaration of Human Rights, the International Labor Organization (ILO), and its own ethical principles, the Company encourages its Suppliers to:

- support and respect the protection of internationally proclaimed human rights;
- make sure that they are not complicit in human rights abuses;
- contribute to the elimination of all forms of forced and compulsory labor including involuntary prison work;
- contribute to the effective abolition of child labor. The age of admission to employment or the minimum working age may not be lower than the compulsory schooling age under applicable laws (generally 15 years of age);
- contribute to the elimination of discrimination in respect to employment and occupation; and
- guarantee that all of their employees are able to work in a safe environment where they are free from the risk of unlawful harassment.

The Company does not, and will not, tolerate the use of forced or involuntary labor. Suppliers should not utilize, support, or require any forced or involuntary labor, whether in the form of prison labor, indentured labor, bonded labor, or engage in any form of human trafficking.

In addition, the Company does not tolerate the use of child labor. The Company will not knowingly accept products or services from Suppliers that use child labor. The Company expects Suppliers to comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirements in the countries in which they operate. Suppliers should maintain a reliable system to verify the eligibility of all workers, including age eligibility and legal status of foreign workers.

Supplier Standards (cont.)

HEALTH AND SAFETY

Suppliers should comply with all applicable safety and health laws and regulations in the countries in which they operate. The Company expects Suppliers to provide a safe working environment for their employees that supports accident prevention and appropriately mitigates exposure to health risks occurring within or arising out of the course of work. Suppliers are also expected to provide materials, components, products, and services that meet all applicable health and safety requirements.

WORKING CONDITIONS AND NONDISCRIMINATION

The Company expects Suppliers to treat each of their employees with respect and dignity and expects that Suppliers will not subject any employee to any physical, sexual, psychological, verbal, or any other form of harassment or abuse.

Suppliers must comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours. If no minimum wage law applies, Suppliers should pay employees at least the prevailing industry wage. The Company will not knowingly use Suppliers who require employees to work in excess of the local statutory requirements without proper compensation as required by applicable law. Employees should be permitted reasonable days off (e.g., at least one day off for every seven-day period) and must have leave privileges as required by applicable law.

Suppliers shall not subject any person to discrimination in employment (including hiring, salary, benefits, advancement, discipline, termination, or retirement) on the basis of age, gender, race, color, ancestry, religion, creed, citizenship status, disability, ethnic or national origin, marital status, military status, sexual orientation,

gender identity and expression, pregnancy, or any factors not related to the job. Suppliers must comply with all applicable local laws concerning discrimination in hiring and employment practices.

SECURITY AND FREEDOM OF MOVEMENT

Suppliers will provide measures necessary for physical and information security at all of their facilities. Additionally, our Suppliers should not place any unreasonable restriction on the ability of their employees to leave the workplace or terminate employment, such as holding copies of employee identification documents.

ENVIRONMENTAL COMPLIANCE

Suppliers shall comply with all applicable environmental laws and regulations in the countries in which they operate. Suppliers are also expected to conduct their operations in a way that protects the environment.

CONSERVATION

Suppliers are expected to proactively monitor their environmental footprint through policies and procedures that help conserve natural resources, minimize greenhouse gas emissions, eliminate waste, recycle materials, promote the purchase of sustainable materials, products, and services. The Company encourages its Suppliers to agree to preserve natural resources and biodiversity, structuring their activities and their supply chain, to avoid or minimize negative environmental impacts (e.g., greenhouse gas and pollutants, emissions, wastes, etc.) by endeavoring to continuously improve their products, processes, and services with the goal of making them more environmentally friendly.

Supplier Standards (cont.)

HAZARDOUS MATERIALS

Suppliers are expected to implement policies and procedures related to the safe management of hazardous materials and the legal restriction of specific substances. Suppliers agree to identify the source and trace the chain of custody, insofar as this is possible, of certain minerals such as tantalum, tin, tungsten, and gold used in the manufacture of products supplied to the Company. These control measures will be made available upon request. If materials purchased are covered under the provision of the OSHA Hazard Communication Standard (29 CFR 1901.1200), a Safety Data Sheet ("SDS") must be provided to the Company prior to shipment.

In addition, when and where applicable, Suppliers are expected to comply with the following:

- Restriction of Hazardous Substances ("RoHS") in accordance with the most current European Union RoHS Directive.
- Registration Evaluation Authorization and Restriction of Chemicals ("REACH") in accordance with the most current list of Substances of Very High Concern ("SVHC") as published by the European Chemical Agency ("ECHA").
- California's Proposition 65 officially known as the Safe Drinking Water and Toxic Enforcement Act of 1986, in accordance with the current list of chemicals to cause cancer or reproductive toxicity published by the California Office of Environmental Health Hazard Assessment ("OEHHA").

PROTECTING INTELLECTUAL PROPERTY

Suppliers are expected to respect all local and national laws and international treaties pertaining to intellectual property and to respect the intellectual property rights of the Company and third parties.

REPORTING NON-COMPLIANCE

The Company's Supplier Code of Ethics & Conduct supplements but does not supersede any contractual requirements between the Company and its Suppliers. We expect our Suppliers to immediately notify the Company of any actual or potential violations of this Code by emailing: compliance@sightsciences.com.

RIGHT TO AUDIT

The Company reserves the right contractually to evaluate, audit, and inspect a Supplier's facilities, books, and business records to verify the Supplier's compliance with the principles described in this Code. The Company may terminate our business relationship with any Supplier that is found to have violated the Supplier Code of Ethics & Conduct.

TRAINING OF EMPLOYEES

At Sight Sciences, we believe training our employees is critical to perform their job functions appropriately. All of our employees complete training in relevant Quality Management System areas. We also train employees in good manufacturing practice, which guides everyday behaviors in a medical device manufacturing operation, such as personal hygiene, protective clothing, and documentation standards. We have a comprehensive internal audit program to help ensure compliance with the Quality Management System and to help identify improvement opportunities. Starting in 2024, we plan to train our purchasing department on the Company's supplier standards annually.

Quality with Suppliers

Sight Sciences has a comprehensive supplier approval process, with assessment tools that include on-site audits according to the assessed risk of the component or service. We establish standards for supplier communication, responsibilities, quality systems, and traceability. We require our partners to be certified per the table below.

Table 14: Sight Sciences Supplier Certification Standards

Supplier Type	Certification Standard
Finished Goods Contract Manufacturer	ISO 13485
Critical Subassembly/Component Supplier	ISO 13485 or ISO 9001
Economic Operator Partners	ISO 13485
Third-Party Logistics Partners	ISO 13485 or ISO 9001
Laboratory Services (e.g. testing, measurement, or calibration)	ISO 17025
Translation Services	ISO 17100

All finished goods suppliers must have a Supplier Quality Agreement in place with Sight Sciences, which is a comprehensive written agreement that defines and establishes the quality and Good Manufacturing Practice (“GMP”) obligations of both parties.

We conduct ongoing supplier audits based on our initial assessment of a supplier, their subsequent performance, and the nature of the supplied goods. Corrective actions are specified for any quality defects, escalating through to termination of contract for failure to address defects.

As outlined in our Conflict Minerals Policy, which can be found on the Investor Relations Corporate Governance section of Sight Sciences’ website at: <https://investors.sightsciences.com/corporate-governance/governance-overview>, we are committed to limiting the use of conflict minerals throughout our supply chain.

Warranties

We provide limited warranties for our products to customers, including warranties pertaining to freedom from material and workmanship defects and conformance to specifications. We provide a six (6) month warranty for the TearCare SmartLids® and a one (1) year warranty for the TearCare SmartHub®, software installed on the TearCare SmartHub®, OMNI® Surgical System, and SION® Surgical Instrument. We are generally obligated under our sales contracts to repair, replace or credit the purchase price of defective products.

Customer Satisfaction

We value customer satisfaction with our products and sell our products in over 1,900 hospitals and ambulatory service centers ("ASCs") in the U.S. and Europe. Product quality and customer satisfaction data is derived from customer surveys, as applicable in a specific market. We believe this gives us a well-rounded view of customer satisfaction from our multiple constituents.

Product Safety

We take our product safety obligations seriously and rely on our Quality Management System to oversee efforts to meet or exceed regulatory standards in all our markets. We apply risk management principles from product design through commercialization. We continually monitor the field performance and safety of released devices and work with regulators in our efforts to ensure safety and effectiveness for the product's life.

Recall Management

Our Quality Management System requires that we establish a standard operating procedure on Complaints and Recalls. Our ISO 13485 Certification and compliance to the Quality System Regulation has been in effect for over 5 years and includes recall management.

An important part of recall management is to recover potentially defective devices, primarily due to some risk to patient health. Based on the specific technical issue, we may decide to have products returned for modification, modified in the field, exchanged, or destroyed, in accordance with instructions contained in an Advisory Notice. We report recalls to the FDA and other regulatory authorities as required.

We have a standard operating procedure applicable to situations which could conceivably result in a recall, product retrieval action, product correction, market withdrawal, and where the FDA requires reporting in line with 21 CFR Part 806. The procedure applies to medical devices manufactured by or for Sight Sciences after they have been placed on the market, where there has been a malfunction or deterioration in the performance and/or characteristics of a subject device as well as an inadequacy in labeling or operating instructions, which led or could lead to death or serious injury.

We have established a recall review board and have standard procedures to evaluate the health hazard. If a recall is recommended, we have a recall strategy to outline the depth of the recall, the need for public and customer warnings, the notification of regulatory bodies, the disposition of products, and the closure of the recall. We have had one product recalled in the periods presented, as noted in Table 15 and described in more detail below.

Table 15: Sight Sciences Product Recalls, 2021-2023

	2023	2022	2021
# of Product Recalls	0	1	0
# of Products Subject to Recall	0	917	0
# of Customers Impacted	0	559	0

In March 2022, we began a voluntary recall of the TearCare version 1.0 SmartHubs, which were distributed prior to FDA's 510(k) clearance of the TearCare version 1.5 SmartHub. This voluntary recall was initiated to ensure regulatory compliance with the relevant product classification codes. There were no known adverse events that led to this recall. For customers who responded, we replaced the recalled TearCare SmartHub with new version TearCare SmartHub that had an expanded indication for use. Approximately 80% of the recalled devices distributed have been accounted for (either returned or documented as discarded), after three contacts made to customers who did not respond to the recall notice. In October 2022, we notified the FDA of all completed activities and requested closure.

Marketing and Labeling

Product marketing and labeling requirements are set by medical device regulators in all countries in which our products are sold (for example, the FDA in the US). Products are not to be marketed until an assessment verifies that these requirements are met. All marketing materials must be consistent with approved labeling. Our quality management system incorporates elements to help ensure compliance with labeling requirements, including translations. Our internal quality audit processes are designed to capture flaws in product marketing, user guides and clinical guides, including translations.

Security of Electronic Systems

Sight Sciences takes the security of its electronic systems very seriously. Cyber-security audits are performed by independent third parties to help ensure a high level of security. We also have policies in place designed to help ensure we have compliant controls of our accounts and access control policies including the principle of lowest required access.

Our products themselves meet the recognized FDA and ISO requirements for medical device software development and controls and are integrated with our quality management and design control systems in compliance with the FDA QSR and ISO 13485.

Ethical Research and Development

We are committed to our mission to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care – empowering people to keep seeing, and a key element to that is ethical research and development activities. We are actively dedicated to innovation and research in eyecare.

We believe it is our fundamental responsibility to ensure the safety and well-being of our patients by following existing principles, regulations, and internal guidelines in our efforts to ensure the highest ethical standards in our research and development.

Sight Sciences does not use human embryonic stem cells in its research and development activities, but does use human biological samples, primarily cadaveric eyes. Sight Sciences is committed to using biological samples in a responsible and ethical manner. No human biological samples can be acquired unless it is from a source which has appropriate ethical procedures in place.

Sight Sciences, through third party vendors, does use limited animal testing in its research and development activities in testing safety of its products, including for both pharmaceutical and non-pharmaceutical animal testing, as the Company believes that animal testing is necessary and required for safety and efficacy verification in the development of new medical devices and pharmaceuticals. Sight Sciences' contracts with third party vendors for these services, and we require for such vendors to follow all relevant regulations and laws that are designed to ensure the responsible use of research animals, including compliance with 21 CFR Part 58.1.

In addition, all third party vendors are required to be ISO 17025 certified and accredited with the American Association for Accreditation of Laboratory Animal Care ("AAALAC"). In 2024, we are implementing requirements to expect this testing to be carried out with respect for animal life, considering the 3R principles for animal experiments: Replacement (use of alternatives to animals), Reduction (reducing the number of animals used), and Refinement (minimization of pain). In order to ensure that animal testing is conducted ethically, Sight Sciences has established in-house rules and diligence processes prior to contracting with third-party vendors for these services.

In the periods reported from 2021 through 2023, Sight Sciences conducted five (5) animal studies involving 31 total animals. No reportable events¹ resulted from these animal studies.

Table 16: Sight Sciences Animal Studies, 2021-2023

	2023	2022	2021
Number of Animal Studies Conducted	3	1	1
Number of Animals Included	16	8	7
Number of Reportable Events ¹	0	0	0

¹ Reportable Events include conditions that jeopardize the health or well-being of animals as required by the Guidance on Prompt Reporting to OLAW under the PHS Policy on Humane Care and Use of Laboratory Animals.

Sight Sciences occasionally performs clinical trials through qualified third-party investigators after laboratory tests indicate promising human interventions. Clinical trials are used to validate the benefits of its products (both pre- and post-commercial launch) per US regulations approved by an institutional review board to determine whether they are ethical, and the participants' rights are protected. Sight Sciences requires that the participants give informed consent before participation in a trial. Informed consent involves disclosing study information and potential risks to the participant so that he or she has sufficient knowledge to make an informed and voluntary decision to participate or continue to participate in the research. All clinical trials utilize Institutional Review Boards and have independent safety adjudication of any adverse events in accordance with FDA and local EU regulations for medical devices.

Sight Sciences sometimes outsources part or all its research and development activities in global clinical trials to contract research organizations ("CROs"). However, even in such cases, we require CROs to comply with Sight Sciences policies and global standards and regulations for clinical trials. For this reason, we assess CROs as part of the selection process before outsourcing to determine if they have the necessary capabilities to perform trials in adherence with this policy, and CROs are selected based on the results of these assessments. After contracts have been executed, we continue monitoring their performance at regular meetings as well as maintaining oversight of their services.

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Community

Sight Sciences' mission is to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care – empowering people to keep seeing. As part of this commitment, we support programs and events aligned with the Company's mission and vision. This is accomplished by participating in community outreach, providing financial and in-kind educational and research grants, and making product donations to support charitable missions.

We have established a Grant and External Funding Committee made up of a cross-section of employees who meet regularly to evaluate educational and research grant support requests. Our committee evaluates proposals based on their scientific merit, clinical relevance and unmet medical or educational needs.

We have also established a Charitable Donations Review Committee made up of a cross-section of employees who evaluate requests for charitable donations. Our committee evaluates requests based on the charitable or philanthropic purpose, such as supporting indigent care, patient education, public education, or the sponsorship of events where the proceeds are intended for charitable purposes. From January 1, 2021, through December 31, 2023, Sight Sciences has donated to 25 different programs to support indigent care in over 10 countries. Donations are provided without any expectation of a return benefit to Sight Sciences.

We further respect our communities by our efforts to be vigilant in meeting our product quality, safety, and marketing obligations as well as protecting our customers' data privacy.

Table 17: Sight Sciences Contributions Table, 2021-2023

(\$ in thousands)

	2023	2022	2021
Political Contributions	\$0	\$0	\$0
Lobbying Contributions	\$112	\$240	\$60
Grant and External Funding Contributions	\$322	\$347	\$247
Charitable Donations	\$28	\$6	\$8
Industry Membership Dues Paid	\$51	\$47	\$35
Total Contributions¹	\$513	\$639	\$350
Total Contributions ¹ as a Percent of Revenue	0.6%	0.9%	0.7%

¹ Total Contributions defined as the sum of Total Political, Lobbying, Grants / External Funding, Charitable Donations, and Membership Dues in each period reported

Political Transparency

Sight Sciences' believes in the importance of political transparency to its stakeholders, including outlining Sight Sciences total contributions (e.g., political contributions, lobbying contributions, grant and external funding contributions, charitable donations, and industry

membership dues) for the last three years (see Table 17). Sight Sciences Total Contributions were modest (less than 1% of revenue) in the periods reported, with the majority of these contributions being towards grants and external funding contributions.

Political Contributions, Public Policy, and Lobbying Activities

Sight Sciences encourages the advancement of sound public policy that supports its mission. Sight Sciences also encourages our employees to be active in civic and community activities, including participation in political and democratic processes. The Company is committed to being a responsible corporate citizen and has implemented the Political Contributions, Public Policy, and Lobbying Activities Policy, which is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg> The Political Contributions, Public Policy, and Lobbying Activities Policy sets out the procedures and guidelines for employees' political and lobbying activities. All political, lobbying, and civic activity by our employees conducted on our behalf must comply with applicable laws, the Political Contributions, Public Policy, and Lobbying Activities Policy, the Global Anti-Bribery and Anti-Corruption Policy, and our Code of Business Conduct and Ethics.

POLITICAL CONTRIBUTIONS

Sight Sciences is committed to complying with all applicable laws and regulations governing the use of the Company's funds, assets, and resources in connection with political activity. The Company's Political Contributions, Public Policy, and Lobbying Activities Policy prohibits the Company from making political contributions to federal candidates or party committees. Some jurisdictions permit corporate contributions to state and local candidates. Sight Sciences has not established a PAC and does not plan to create one in the foreseeable future.

Sight Sciences does participate in some trade associations to support the ophthalmology industry. In 2021 through 2023, Sight Sciences paid membership dues to the Ophthalmic Business Council of the American

Academy of Ophthalmology ("AAO"), and Medical Device Manufacturers Association ("MDMA") per the amounts listed in Table 17. Sight Sciences pays its membership dues with corporate funds.

Sight Sciences does not allow contributions to state or local candidates or party committees as a matter of practice, even though these are allowed in some jurisdictions.

Sight Sciences' funds or assets must not be used for, or be contributed to, political campaigns or political practices under any circumstances without the prior approval of Sight Sciences' Chief Financial Officer and Chief Legal Officer.

PUBLIC POLICY & LOBBYING ACTIVITIES

Sight Sciences has infrequently used independent lobbyists, consistent with our Political Contributions, Public Policy, and Lobbying Activities Policy, to address public policy concerns for the ophthalmology industry. Sight Sciences believes in certain cases lobbying can provide decision-makers with valuable insights and data, as well as grant stakeholders access to the development and implementation of public policies.

It is Sight Sciences' policy to comply fully with all local, state, federal, foreign, and other applicable laws, rules, and regulations regarding lobbying. Sight Sciences' funds or assets are not used for, or contributed to, lobbying under any circumstances without the prior approval of Sight Sciences' Chief Financial Officer or Chief Legal Officer who will confirm lobbyist activities are appropriate, align with Sight Sciences' policies, procedures, mission and goals, and are designed to be in compliance with all applicable laws and regulations.

Privacy and Data Security

We take privacy and data security seriously and appreciate the trust our employees, patients, vendors, and customers place in us. Our information governance and data security policies and procedures are designed to protect our employees', patients', vendors', and customers' personal information. These policies and procedures include our internal Code of Business Conduct and Ethics, our U.S. Employees Privacy Notice, Privacy Notice for U.S. Job Applicants, and a written Information Cybersecurity and Data Privacy Policy that governs how data is protected on our systems. We also outline our commitment to privacy and data security in our public Privacy Policy which can be found on Sight Sciences' website at <https://www.sightsciences.com/privacy-policy/> which defines with transparency the information we collect, and how we use and share this information.

It is Sight Sciences' policy to comply with all applicable privacy and security regulations, including the Health Insurance Portability and Accountability Act ("HIPAA") and the California Consumer Privacy Act in the US and the General Data Protection Regulation ("GDPR") in the EU. All employees receive regular training on our privacy commitments and requirements, and we regularly review our privacy policies and notices in an effort to ensure that they are in line with industry best practices and applicable laws and regulations. Finally, we maintain administrative, technical, and physical safeguards designed to protect the personal information we collect against accidental, unlawful, or unauthorized destruction or access.

Anti-Trust Behavior

Sight Sciences believes in fair business practices by complying with applicable antitrust laws and regulations. No government anti-trust agency has filed a lawsuit or initiated any public proceeding on anti-trust grounds against Sight Sciences from inception through 2023.

Responsible Sales and Marketing Practices

We are committed to responsible, ethical and compliant patient-centric sales and marketing practices for our products. Sight Sciences has developed and implemented policies and procedures that establish ethical standards and principles to govern our sales and marketing practices, such as: our Code of Business Conduct and Ethics, our Global Principles for Interacting with Healthcare Professionals, and our Global Anti-Bribery and Anti-Corruption Policy. Collectively, these policies and procedures are designed to help Sight Sciences comply with:

- all applicable laws and regulations dealing with marketing practices;
- all applicable global, regional, and local anti-corruption laws and industry codes relevant for our business;
- all applicable laws and regulations related to privacy of customer and consumer information and data protection; and
- all advertising and promotional laws and regulations, e.g., no off-label promotion for our products.

Responsible Sales and Marketing Practices (cont.)

The Company expects all employees to comply, both in letter and spirit, with its policies and procedures and all applicable laws, rules, regulations, and industry codes of ethics and conduct. Employees regularly receive information and training about our policies, procedures, and applicable laws, rules, regulations, and industry codes. We also believe in developing and disseminating responsible and truthful information relating to the benefits, performance, and attributes of our products. All promotional and advertising materials undergo internal review for accuracy and compliance.

In addition, we are committed to the implementation and monitoring of procedures, systems, and processes. In particular, we:

- **Assess risks:** follow internal guidelines for promotional communications including review of marketing business programming in an effort to assure compliance with external regulations;
- **Prevent:** regularly train employees to help understand applicable laws and regulations as well as our internal rules; and
- **Act:** take corrective actions where required and adapt marketing to the extent required by risk assessments or changes in external regulations.

We believe that our sales and advertising contribute to greater awareness and education for our customers and access to our products which can benefit public health by increasing the number of patients properly treated. We require our employees to follow industry guidelines on advertising and promotion and comply with local laws and regulations for all our sales and advertising programs.

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Environmental

We believe compliance with environmental regulations is critical for every company, including Sight Sciences. We have had no known material breaches of environmental laws and regulations since the Company was formed, and we are not aware of regulatory notices or complaints raised about environmental matters against any of our suppliers in respect of any of the products or services provided to us.

At this stage, Sight Sciences has not put in place a formal environmental sustainability policy or system. Sight Sciences does believe that this is an important and valuable investment. We intend to weigh environmental factors against operational and financial factors in our decision-making in the future.

Environmental Management

We plan on developing an Environmental Management System (“EMS”) that includes a risk analysis of our People policies, facilities, goods manufactured, materials usage, energy usage, emissions, chemical/solid waste management, and materials storage and handling. In addition, over time our EMS will include assessment of environmental incidents / accidents, our environmental training program, and environmental audit summaries. Our internal team is responsible for developing our EMS including performing necessary audits and establishing targets and objectives.

Environmental health is very important to Sight Sciences. Our offices promote recycling and using recyclable or reusable materials from vendors. We have added filtered water dispensers at the office to minimize the use of single use plastic bottles. We also provide electronic charging stations at our Menlo Park, CA office to promote hybrid and electric cars reducing carbon emissions. To reduce the amount of paper utilized in our product packaging, we recently moved to electronic Instructions for Use (“IFUs”) where permitted, saving approximately 2000 pounds of paper since inception. To reduce our impact on the environment, in the first quarter of 2023, we reduced our use of weekly air freight shipments and consolidated shipping to fewer monthly or bimonthly shipments using sea freight.

We believe that our overall scope of environmental impact is small given the scope of business we are engaged in.

Compliance and Incidents

We have received no regulatory notices on material environmental issues from inception through 2023. We are not aware of regulatory notices or complaints raised about environmental matters against any of our suppliers in respect of any of the products or services provided to us.

Land, Water, and Biodiversity Impacts

Our operations are designed to not have a large detrimental impact on the immediate environment. All locations have been built or are leased in existing commercial locations.

Environmental Impacts of the Product Portfolio

We believe that it is important to have a product portfolio that contributes to reduced environmental impacts. However, we have not conducted a product portfolio environmental life cycle assessment to evaluate the environmental impact of our product portfolio. Given that the Company sells medical technology for use in surgery at hospitals, ASCs, and medical offices, the mass-majority of products sold are sterile, single-use products.

Raw Materials from Controversial Sources

Under the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"), substances that fall into one of the following categories can be regarded as substances of very high concern ("SVHC"). The European Chemical Agency ("ECHA") requires that on a periodic basis, we report any SVHC that are over the required limits. To create an accurate reporting of these potential materials of concern, we require our suppliers to provide an attestation of the materials used in Sight Sciences product manufacturing, and in the products. The suppliers are also required to provide a Certificate of Compliance that is current and based on the last listing from ECHA for substances for are candidates for REACH. Sight Sciences also required compliance with the current revision of ROHS.

Hazardous Materials

The European Directive on the Restriction of Hazardous Substances (RoHS) in electrical and electronic equipment has applied to medical devices since 2014. The RoHS directive restricts lead, mercury, hexavalent chromium, Polybrominated Biphenyls (PBB) and Polybrominated Diphenyl Ethers (PBDE) to 0.1% of product weight and cadmium to 0.01% of product weight. To our knowledge, all Sight Sciences electrical devices placed on the market comply with the RoHS 3 Directive.

All Sight Sciences products come with user manuals that include notations on use and hazardous materials. All disposal of hazardous waste is conducted by professional hazardous waste disposal services that ensure proper disposal of such wastes.

Climate Change Statement

As a global ophthalmology medical device company, Sight Sciences recognizes that greenhouse gas (“GHG”) emissions affect our climate and pose a serious challenge to the environment—and ultimately to the global economy. We believe that everyone shares responsibility to improve energy efficiency and to reduce GHG emissions in the atmosphere. Sight Sciences supports global and national efforts to mitigate the impact of climate change. Sight Sciences is committed to complying with all applicable laws and regulations that help reduce GHG and encouraging market adoption of low GHG emission technologies. Our position on climate change policy is guided by five principles:

1. We believe that any global or national strategy to address climate change must be environmentally sustainable and economically viable.
2. We believe that any climate change policy should be technology-neutral and designed to encourage private sector innovation and investment so that emissions reductions can be achieved in the most efficient manner possible.
3. We believe that any global or national strategy to address climate change must be developed with input from stakeholder communicates, including the public and private sectors, non-governmental organizations, academia, and investors.
4. We believe that any policy to regulate GHG emissions should provide a clear, stable framework that enables the private sector to invest accordingly, and that minimizes the market imbalances that can result from policies applied unequally within or among nations.
5. We believe that any policy to regulate GHG emissions should fairly account for companies that have already taken voluntary steps to reduce their GHG emissions.

Sight Sciences is a responsible corporate citizen doing business in multiple countries and territories around the world. Our business success and our environmental stewardship both depend on the efficiency of our global distribution network. Our long-term GHG reduction strategy is to optimize the processes that consume non-renewable resources within this network. We also recognize that, as a critical component of our customers' supply chains, Sight Sciences plays an important role in helping them operate in a more environmentally sustainable way.

Ultimately, we believe it will take collaboration among governments, industry, academia, consumers, and communities to develop solutions to climate change. Sight Sciences is committed to helping develop these solutions in an environmentally sound and economically sustainable way.



Explore more at
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