



Diversity and Inclusion Policy

1.0 PURPOSE

Sight Sciences, Inc. and its subsidiaries (collectively, “Sight Sciences” or the “Company”) strives to create a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment, discrimination, and hostility. As an equal opportunity employer, the Company strives for equitable representation of employees and does not favor or exclude certain individuals or groups in violation of any applicable employment laws or regulations.

2.0 SCOPE

This Policy applies to all employees at Sight Sciences, Inc and its subsidiaries.

3.0 POLICY & PROCEDURAL REQUIREMENTS

1. Commitment to Diversity and Inclusion

Sight Sciences is committed to creating and maintaining a workplace in which all employees have an opportunity to equally participate and contribute to the success of the business and are valued for their skills, experience and unique perspectives. This commitment is embodied in this policy, the programs and initiatives we develop, and the way we do business at Sight Sciences.

Sight Sciences is committed to attracting, recruiting, retaining, engaging, supporting, developing, and advancing top talent across a wide spectrum.

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 not only the Sight Sciences culture, but the reputation and the Company’s achievement as well. Sight Sciences embraces and respects employees’ diversity of gender, race, protected class, background, experience, culture, religious and/or political beliefs, and other characteristics that make employees unique. At Sight Sciences, we foster a collaborative work environment in which all employees have the opportunity to participate and contribute. We strive to provide a safe space for all employees to express



themselves, exchange ideas, and feel heard. We encourage our employees to be open and curious about the experiences and perspectives of others.

All employees are expected to exhibit respectful conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior may be subject to disciplinary action, up to and including termination.

2. Commitment to Equal Employment Opportunity

Sight Sciences is committed to complying with all applicable laws and regulations prohibiting discrimination in employment and impacting the workplace. The Company strives to create a workplace that is free from discrimination against its employees or applicants based on any legally-recognized “protected class” including, but not limited to: race; color; religion; ethnic or social origin; genetic information; national origin; sex (including same sex); sexual orientation; gender; gender identity; pregnancy, childbirth, or related medical conditions; age; disability or handicap; citizenship status; service member status; or any other category protected by federal, state, or local law.

Sight Sciences’ commitment to equal employment opportunity applies to all aspects of the employment process, such as recruiting, hiring, job assignment, training, promotion, job benefits, compensation, discipline, and dismissal.

All leaders, managers, and employees play a role in making Sight Sciences a diverse and inclusive place to work for everyone. Each leader or manager, and all employees are responsible for reading this policy carefully and are expected to make every effort to understand the importance of diversity and inclusion and the ways the Company can accomplish the objectives described in this policy.

3. Freedom of Association

Sight Sciences is committed to compliance with the 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.

4. Open Door Policy



Employees' suggestions for improving Sight Sciences are always welcome, including concerns, suggestions, or questions about their jobs. As further detailed in the Sight Sciences employee handbook, Code of Business Conduct, and Ethics and related policies, steps for raising any concerns include, but are not limited to: Bringing your suggestion to the attention of your manager, who will listen and attempt to provide a solution or explanation.

Although Sight Sciences cannot guarantee that every question or suggestion can be addressed or 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.

5. Speak Up

Sight Sciences expects that all complaints reported in good faith will be taken seriously. Employees have a duty to immediately report any suspected or known improper conduct that may violate this or any Company policy or the law. Though the People Department, Legal Department and/or the Compliance Department are generally responsible for reviewing and addressing reported complaints or grievances, employees are free to raise their concern to anyone in management. Employees are also advised that if, for any reason, they are not comfortable reporting any complaint to their manager, the People Department, Legal Department or the Compliance Department directly, they have an additional option:

- Calling Sight Sciences' toll-free ethics hotline at (833) 624-0284 or submitting a report online at sightsciences.ethicspoint.com.

Because it may be more difficult to thoroughly investigate reports that are made anonymously, employees are encouraged to share their identity when making a report. Furthermore, employees should be aware that the law of some jurisdictions may prevent individuals from sending anonymous reports. All reports, whether identified or anonymous, will be treated as confidentially as possible, consistent with applicable laws and to the extent practicable consistent with the Company's need to investigate such reports.

All information will be dealt with in accordance with applicable laws. Appropriate corrective action will be taken as warranted in Sight Sciences' judgment and consistent with applicable laws. 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. Conversely, any bad faith reporting could lead to disciplinary sanctions, up to and including termination.

Conclusion

Sight Sciences recognizes that we must continue to challenge ourselves to ensure the values of nondiscrimination, equal employment opportunity, diversity, and inclusion are respected and protected. The Company is committed to evaluating existing programs and adapting or introducing new initiatives as our goals evolve.

The People Department is responsible for the administration of this policy. If you have any questions regarding this policy or if you have questions that are not addressed in this policy, please contact the People Department.

Effective Date

This Policy is effective as of August 24, 2023.

By following this Policy, we aim to create a culture of equal employment opportunity, fairness, and continuous development, to ensure that our employees can grow and succeed within the organization.

Document Change History

Document Revision	Updated Date	Updated By	Reason for Change
0.0	8/24/23	Marika Beyaert	Initial Policy
1.0	1/5/25	Marika Beyaert	Add language around protection of employees' diversity Explicitly add religious and/or political beliefs
2.0	5/19/2025	Marika Beyaert	Review by outside DEIB counsel to guarantee compliance with Federal and State laws