

SIGHT SCIENCES, INC.
STOCK OWNERSHIP POLICY

Section 1. Purpose and Effective Date.

The purpose of this Stock Ownership Policy (this “***Policy***”) is to encourage all Executive Officers and Directors of Sight Sciences, Inc. (the “***Company***”) and such other highly compensated individuals as may be designated to participate in this Policy by the Committee (collectively, the “***Participants***”) to remain invested in the performance of the Company and the Company’s Common Stock, and to align the interests of the Participants with those of the Company’s shareholders. This Policy was adopted effective as of September 6, 2023.

Section 2. Share Ownership Requirements.

(a) **Minimum Ownership Requirement.** Each Participant, within the time periods set forth in Section 3(a) below, is required to maintain beneficial ownership of a number of shares of Common Stock with a value equal to the following during his or her tenure at the Company (the “***Minimum Ownership Requirement***”):

Participant	Salary/Cash Multiple Threshold (\$)
Chief Executive Officer	5x annual base salary
Other Executive Officers	1x annual base salary
Directors	5x annual cash retainer (not including committee membership or chairmanship retainers)

For purposes of this Section 2(a), a Participant’s annual base salary or cash retainer shall be the rate in effect as of the day immediately prior to the relevant Determination Date. Unless the Committee determines otherwise, once established, (i) an Executive Officer’s Minimum Ownership Requirement will not change as a result of a change in his or her base salary that is not made in connection with a change in title, but may increase or decrease as a result of a change in title of the Executive Officer in accordance with the chart above and (ii) a Director’s Minimum Ownership Requirement will not change as a result of a change in such Director’s annual cash retainer.

(b) **Valuation.** The “value” of a Participant’s beneficial ownership shall be calculated by multiplying (i) the sum of the number of shares of Common Stock beneficially owned by the Participant, as determined in accordance with Section 2(c) hereof by (ii) the average closing price per share of the Company’s Common Stock for the 30 consecutive trading days ending on the date immediately preceding the applicable Determination Date.

(c) **Counting.** For purposes of this Policy, shares of Common Stock that count toward satisfaction of the Minimum Ownership Requirement shall include (a) issued and outstanding shares of Common Stock that are not subject to transfer or other restrictions, in any case whether (i) held directly by the individual or his or her immediate family members residing in the same household; (ii) held in a grantor trust for the benefit of the individual or his or her immediate family members residing in the same household; or (iii) owned by a partnership, limited liability company or other entity to the extent of the individual's interest therein (or the interest therein of his or her immediate family members residing in the same household), but only if the individual has or shares powers to vote or dispose of the shares; (b) shares of restricted Common Stock and shares of Common Stock subject to outstanding restricted stock unit awards, in each case that vest solely based on the passage of time which shall equal 50% of the number of shares of Common Stock that would be deliverable upon settlement in full of the respective awards. Shares of Common Stock that count toward satisfaction of the Minimum Ownership Requirement shall not include (x) shares of Common Stock subject to outstanding and unexercised stock options or warrants, whether vested or unvested and whether exercisable or unexercisable; (y) performance-based vesting restricted Common Stock and restricted stock unit awards or other performance-based incentive awards to the extent applicable performance goals have not been achieved; and (z) all other forms of derivative securities.

Section 3. Compliance.

(a) **Compliance Deadline.** Each Participant shall come into compliance with this Policy no later than September 6, 2028 or, if later, the fifth anniversary of his or her appointment as an Executive Officer (including, for the avoidance of doubt, his or her internal promotion to an Executive Officer position) or Director, or designation as a Participant in this Policy (such later date, the "**Compliance Date**"). In the event such Participant is elevated to a higher executive position (e.g., Executive Officer to Chief Executive Officer), such Participant shall come into compliance with the higher Minimum Ownership Requirement no later than the fifth anniversary of his or her advancement to such higher position.

(b) **Determination of Share Ownership.** The determination of compliance with these guidelines shall be made as of the last trading day of each year (the "**Determination Date**") and shall be reviewed by the Committee on an annual basis.

(c) **Exceptions.** The Minimum Ownership Requirement may be waived, at the sole discretion of the Committee, if compliance would create severe hardship for a Participant, or would violate Section 16(b) of the Exchange Act or would prevent the Participant from complying with a court order, as in the case of a divorce settlement, or other legal requirement, or in any other event as the Committee may determine in its sole discretion. A Participant may file notice with the Corporate Secretary or with the Chair of the Committee to be presented to the Committee, advising the Committee of the circumstances and describing the extent of the waiver requested. The Chair of the Committee or his or her designee will make the final decision as to whether an exemption will be granted. If such a request is granted in whole or part, the Chair of the Committee or his or her designee will work with the Participant to develop an alternative stock ownership plan that reflects both the intention of this Policy and the Participant's individual circumstances. Notwithstanding the foregoing, if the Chair of the Committee is the affected director, then his or her duties and responsibilities pursuant to this paragraph (c) shall be assumed and discharged by the Chair of the Audit Committee.

Section 4. Administration of the Policy.

(a) **Authority.** The Committee shall conduct the general administration of this Policy in accordance with its provisions. The Committee shall have full power and authority to interpret this Policy and to adopt such rules for the administration, interpretation and application of this Policy as are consistent therewith and to interpret, amend or revoke any such rules. The Committee may delegate administrative

duties under this Policy to one or more agents as it shall deem necessary or advisable. Any decision or action taken by the Committee with respect to the administration or interpretation of this Policy shall be conclusive and binding on all persons.

(b) Liability. No member of the Committee shall be personally liable for any action or determination made in good faith with respect to this Policy or to any settlement of any dispute between a Participant and the Company. The Committee shall be entitled to rely upon the advice or opinions of any attorneys, consultants, accountants, appraisers, brokers or other persons with respect to all matters concerning this Policy.

Section 5. Definitions.

- (a) “*Committee*” means the Compensation Committee of the Company’s Board of Directors.
- (b) “*Common Stock*” means the Company’s common stock, par value \$0.001 per share.
- (c) “*Director*” means a non-employee member of the Company’s Board of Directors.
- (d) “*Exchange Act*” means the Securities Exchange Act of 1934, as amended.
- (e) “*Executive Officer*” means an “executive officer” under Section 16 of the Exchange Act.

Section 6. Amendment, Modification, and Termination.

This Policy may at any time or from time to time be amended, modified or terminated by the Committee.