

Key Environmental, Social, and Governance Indicators

As of 12/31/2023

Dollar amounts in thousands

Economic Performance	2023	2022	2021	2020
Economic value generated and distributed ¹				
Revenue	\$81,056	\$71,331	\$48,956	\$27,640
Cost of revenue ²	\$11,881	\$12,361	\$8,610	\$9,209
Salaries and wages	\$57,638	\$61,159	\$42,237	\$26,358
Interest paid to lenders	\$5,408	\$4,466	\$4,366	\$2,403
Investment in research and development	\$17,556	\$22,859	\$15,634	\$8,874
Social Performance	2023	2022	2021	2020
Annual voluntary employee turnover	19.31%	23.10%	15.90%	8.70%
Fatalities	0	0	0	0
Lost time injuries	0	0	0	N.R.
Lost time injury rate (injuries per million employee hours worked) ³	0.0	0.0	0.0	N.R.
Total recordable injury rate ⁴	0.0	0.0	0.0	N.R.
Percentage senior (director or above) executives female	29%	24%	22%	20%
Monetary value of material fines and sanctions for production or market-related non-compliance	\$0	\$0	\$0	\$0
Total Known Information Security Breaches	0	0	0	0
Consumers Impacted by Information Security Breaches	0	0	0	0
Cost of Information Security Breach	\$0	\$0	\$0	\$0
Political Contributions	\$0	\$0	\$0	\$0
Lobbying Contributions	\$112	\$240	\$60	\$20
Industry Membership Dues Paid	\$30	\$40	\$25	\$20

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

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

³ Full-time regular employees only

⁴ Per million employee hours worked

N.R. = not reported/tracked in this period.