



2025

Sustainability Report

Environmental, Social,
and Governance Practices

PUBLISHED APRIL 22, 2026





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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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, 2025, 2024, and 2023 and should be read in conjunction with documents filed with the Securities and Exchange Commission, including our most recent 2025 Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, and our DEF 14A proxy statement for 2026 Annual Meeting of Stockholders, which can 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
4040 Campbell Ave, Suite 100
Menlo Park, CA 94025

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; policies and practices with respect to receipt of complaints and non-retaliation, and policies and practices with respect to information security and climate change/emissions. 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, 2025 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.

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 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 third report on our ESG program, and we plan to expand our activities in future years as we further enhance our ESG scope. This year, we are pleased to add enhanced reporting on training, conflict minerals, and product safety.

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

Table 1: Key Sustainability and ESG Indicators

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

Economic Performance Economic value generated and distributed (dollar amounts in thousands) ¹	2025	2024	2023
Revenue	\$77,363	\$79,865	\$81,056
Cost of revenue ²	\$10,697	\$11,581	\$11,881
Salaries and wages	\$50,666	\$53,808	\$57,638
Interest paid to lenders	\$5,142	\$4,661	\$5,408
Investment in research and development	14,606	\$17,992	\$17,556
Social Performance	2025	2024	2023
Annual voluntary employee turnover	19.5%	14.3%	19.3%
Fatalities	0	0	0
Lost time injuries	0	1	0
Lost time injury rate ^{3, 4}	0	0.5	0.0
Total recordable injury rate ⁴	0	0.5	0.0
Percentage senior (director or above) executives female	34%	26%	29%
Monetary value of material fines and sanctions ⁶	\$0	\$0	\$0
Total Known Information Security Breaches ⁷	0	0	0
Consumers Impacted by Information Security Breaches	0	0	0
Cost of Information Security Breaches	\$0	\$0	\$0
Total Contributions ⁸	\$819	\$542	\$632
Environmental Performance (kg CO₂)	2025	2024	2023
Total CO ₂ Greenhouse Gas ("GHG") Emissions	1,733,930	2,201,020	n.m.
Scope 1 GHG Emissions	6,520	7,655	n.m.
Scope 2 GHG Emissions	19,500	32,125	n.m.
Scope 3 GHG Emissions (partial) ⁹	1,707,900	2,161,241	n.m.

¹ Detailed financial accounts are disclosed in our 2025 Annual Report on Form 10-K on the Investor Relations section of Sight Sciences' 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 Injuries per 200,000 employee hours worked

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

⁶ Monetary value of material fines and sanctions incurred from civil or criminal legal proceedings associated with false marketing claims, bribery, corruption, or other illegal business practices.

⁷ 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.

⁸ Total Contributions are defined as the sum of Total Political, Lobbying, Grants / External Funding, Charitable Donations, Industry and Conference Sponsorships and Membership Dues in each period reported.

⁹ See detailed Environmental Metrics & Methodology Section and Table 28 for subset of emissions reported under scope 3.

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 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 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 Class I-registered bladeless, manually operated device used in ophthalmic surgical procedures to excise trabecular meshwork. The Company's TearCare[®] System (TearCare) is indicated in the United States for the application of localized heat therapy in adult patients with evaporative dry eye disease due to meibomian gland disease (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 2025 Annual Report on Form 10-K, proxy statement for our 2026 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 December 31, 2028. 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, which we intend to renew. 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 Locations

As of December 31, 2025

Regions	Primary Locations	Employees in Region	Roles
United States	<ul style="list-style-type: none"> • Menlo Park, CA • South Lake, TX • Remote employees 	175	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 • Remote employees 	12	Sales, customer service, marketing

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.

We are party to a supply agreement (as amended, the "Peter's Supply Agreement") with Peter's Technology (Suzhou) CO LTD. ("PTCS"), a Chinese subsidiary of Peter's Co., Ltd., a Taiwan-based contract manufacturer, pursuant to which PTCS manufactures our OMNI and SION products as well as certain components of our TearCare System.

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. However, geopolitical tensions between other countries and the United States, or potential escalation of trade disputes could increase the cost of our products or components, and materially and adversely affect our business operations and financial condition. Historically, a significant portion of our products have been produced and assembled by PTCS in China. In an effort to diversify our manufacturing footprint and have product readily available from multiple manufacturing facilities, we are expanding our manufacturing to include additional facilities outside of China in 2026.

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 Management System Regulation (QMSR), 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. Our finished goods are shipped from our contract manufacturers to a local gamma sterilization facility after which they are shipped to distribution facilities and, ultimately, to our customers.

Sight Sciences has not and is not aware that its contract manufacturers have had any FDA enforcement actions taken in response to violations of current good manufacturing practices (cGMP) including: product deemed adulterated, form 483s, suggested recall (Class I, II, III), Warning Letters, Border Alerts, license suspension or revocation, product seizure, Consent Decrees, and criminal prosecution.

Sales and Marketing

We primarily sell OMNI and SION in the U.S. through our dedicated Interventional 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 Interventional Glaucoma segment, which includes OMNI and SION, represented the majority of our total revenues for the year ended December 31, 2025. 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 Interventional Dry Eye team. Our commercial strategy for TearCare has been to drive awareness and adoption through sales of TearCare to ECPs while simultaneously pursuing sustainable and fair coverage and reimbursement through the generation of compelling clinical data and a targeted coding, coverage, and reimbursement initiative. In the fourth quarter of 2025, we achieved a milestone with a fee schedule established by Novitas Solutions and First Coast Service Options for the TearCare interventional dry eye procedure.



02

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 structure 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 Nominating and Corporate Governance Committee is responsible for oversight of the Company's ESG Program, artificial intelligence and cybersecurity programs, and healthcare 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 seven members. In April 2026, our Board determined that five of our seven directors are independent within the definition of Nasdaq's independent director requirements. 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. 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 discussions, 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 the information flow between management and our Board, and enhances our ability to communicate our message and strategy clearly and consistently to stockholders.

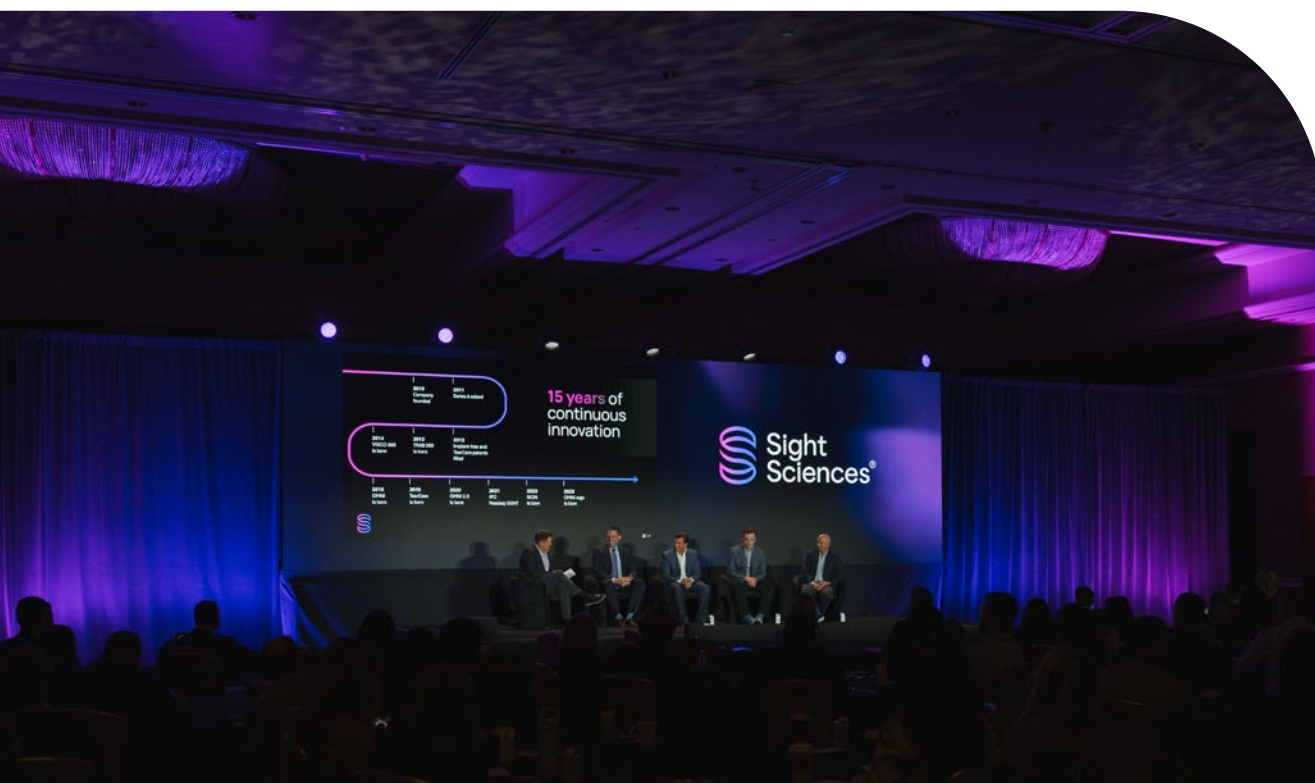


Table 3: Summary of Board of Directors

The following table sets forth the names and ages as of April 22, 2026, as filed in our proxy statement to stockholders for our 2026 annual stockholder meeting and certain other information for each director.

Name	Class		Position(s)	Director since	Current term expires
Paul Badawi	I	51	Director, Chief Executive Officer and President	2011	2028
Catherine Mazzacco ⁽¹⁾⁽⁴⁾	I	61	Director, Chairperson of the Commercial Strategy Committee	2023	2028
Staffan Encrantz ^{(1) (3) (4)}	II	74	Director, Chairperson of the Board of Directors and Chairperson of the Nominating and Corporate Governance Committee	2017	2029*
Gerhard F. Burbach ^{(2)(3) (4)}	II	64	Director, Chairperson of the Compensation Committee	2025	2029*
Donald Zurbay ^{(1) (2)}	III	58	Director, Chairperson of the Audit Committee	2020	2027
David Badawi, M.D.	III	56	Director, Chief Technology Officer	2011	2027
Tamara Fountain, M.D. ^{(2) (3)}	III	63	Director	2022	2027

* Assumes this director's re-election to our Board at our June 4, 2026 Annual Stockholder Meeting

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 2026, 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, Mr. Burbach, Dr. Fountain, Ms. Mazzacco and Mr. Zurbay, representing five of our seven 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), Mr. Encrantz and Ms. Mazzacco, who comprise our Audit Committee, Mr. Burbach (Chairperson), Dr. Fountain and Mr. Zurbay, who comprise our Compensation Committee, and Mr. Encrantz (Chairperson), Mr. Burbach, 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 Relationships 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 cybersecurity, artificial intelligence and 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; and
- oversee succession plans for the Chief Executive Officer and other executive officers.

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 2025.
- **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; Performance 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. Further, commencing in 2026, we have implemented the practice of granting performance-based equity to certain of our senior executives. The performance metrics that must be satisfied are designed to align executive performance and compensation with stockholder value.
- **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. We also prohibit our directors, executive officers, and employees from pledging our securities unless an exception is made by the designated compliance officer under our Insider Trading Compliance Policy.
- **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 Board 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 and artificial intelligence programs, and 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.

Ethics and Compliance

GLOBAL ETHICS AND COMPLIANCE PROGRAM

Sight Sciences has designed a global ethics and compliance program (“Compliance Program”) to comply with applicable laws, regulations, and industry standards, including those pertaining to our fraud and abuse risks, interactions with healthcare professionals (“HCPs”) and the promotion of Sight Sciences’ products. Among other things, the Compliance Program provides guidance on interactions between industry and HCPs in the course of sales, marketing, research, contracting, education, training, and other activities.

The Compliance Program is designed to assist employees to comply with following both the letter and the spirit of laws, such as the federal Anti-Kickback Statute, the federal False Claims Act, the Foreign Corrupt Practices Act, the Sunshine Act, and other applicable laws. Our program was also developed using applicable legal standards, government-issued regulations, and was informed by industry standards such as the Medical Device Manufacturers Association’s (MDMA) voluntary Revised Code of Conduct on Interactions with Healthcare Providers.

Sight Sciences’ Compliance Program is led by our VP/ Chief Compliance Officer (Compliance Officer) and Sight Sciences’ Ethics & Compliance Committee. The Compliance Officer chairs the Ethics & Compliance Committee and includes cross-functional senior leaders from Commercial, Operations, Legal, the People Department, Information Technology, Clinical Affairs, and Regulatory Affairs, and meets regularly throughout the year.

CODE OF BUSINESS CONDUCT AND ETHICS

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 HCPs, and compliance with financial reporting, insider trading, and other financial market regulations.

SPEAKING UP, THE ETHICS HOTLINE, & NON-RETALIATION POLICY

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 Hotline is available 24 hours per day, 7 days per week. An independent company operates the Ethics Hotline.

The Board Chairperson, as well as the Legal, Compliance and People Department functional leads, receive all information on matters submitted through the Ethics Hotline (except where a conflict of interest is present with respect to any such individual). The Chairs of the relevant Committees, including the Chair of the Audit Committee, with respect to financial, accounting, and internal controls matters, are given prompt notification of reported matters within their purview, and these Chairs and their committees provide oversight and guidance as necessary and appropriate. In addition, all matters that are reported through the Ethics Hotline are communicated to our Nominating and Corporate Governance Committee at its regularly scheduled meetings, and it provides reports in turn to our Board as well at the Board’s regularly scheduled meetings.

We take seriously, investigate, and respond appropriately to any potential violations of applicable laws, regulations, the Code of Business Conduct and Ethics or other Sight Sciences’ policies or procedures. 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.

RESPONSIBLE SALES AND MARKETING PRACTICES

Sight Sciences is subject to various international, national, and local laws, regulations, and industry codes of conduct governing our sales and marketing practices in the jurisdictions where we conduct business. The Company expects all employees to comply, both in letter and spirit, with these laws, rules, regulations, and industry codes. As part of our commitment, Sight Sciences has implemented policies governing responsible and compliant sales and marketing practices, such as our Code of Business Conduct and Ethics, our Global Principles for Interacting with Healthcare Professionals (HCPs) policy, and our Global Anti-Bribery and Anti-Corruption policy. Collectively, these policies are designed to help Sight Sciences comply with:

- all applicable healthcare fraud and abuse laws and industry codes of ethics dealing with sales and marketing practices and interactions with HCPs;
- all applicable global, regional, and local anti-corruption and anti-bribery laws; and
- all advertising and promotional laws and regulations (e.g., prohibition of off-label promotion of our products).

The Company has also established a Promotional Review Committee ("PRC"), consisting of cross-functional subject matter experts, who are responsible for reviewing and approving the Company's promotional communications. The PRC team reviews all written forms of promotional communications intended for HCPs, government and commercial payors, patients, and materials provided to the Company's sales force. The PRC team reviews promotional communications to ensure claims are consistent with the applicable product's approved or cleared labeling, fair and balanced, supported by evidence and comply with applicable advertising and promotional laws and regulations.

ANTI-COMPETITIVE PRACTICES

Sight Sciences is committed to competing vigorously and ethically while complying with all antitrust, monopoly, competition and cartel laws in the countries, states, and localities in which we conduct business. Our Code of Business Conduct and Ethics, reinforced through mandatory annual training, outlines the Company's expectations with regards to employees complying with anti-competitive laws and regulations.

In 2025, the Company's Ethics and Code of Conduct training and certification program included a module on competition law. The module addressed how to identify and avoid improper agreements, recognize high-risk scenarios (e.g., trade shows and competitive bidding situations), and apply best practices to prevent violations. By strengthening employee awareness and reinforcing

our compliance culture, the Company strives to uphold business practices defined by integrity, and respect for fair competition.

ANTI-BRIBERY AND ANTI-CORRUPTION

Sight Sciences maintains a zero-tolerance approach to bribery and corruption and is committed to conducting business with integrity in every market where we operate. As part of the 2025 Ethics and Code of Conduct training and certification program, employees were educated on anti-bribery and anti-corruption requirements and principles. The curriculum included topics, such as, how to determine who qualifies as a government official, expectations regarding gifts and entertainment, and the importance of accurate recordkeeping.

Sight Sciences' Code of Business Conduct and Ethics, together with our Global Anti-Bribery and Anti-Corruption Policy, outlines the Company's obligations under 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 strictly prohibits employees, officers, or board members from engaging in or tolerating bribery or any other form of corruption. Any gifts, entertainment, meals, or refreshments provided on behalf of the Company must be reasonable, permissible under local law, our policies, and align with customary business practices. The Global Anti-Bribery and Anti-Corruption Policy also prohibits offering gifts, entertainment, meals, refreshments, or other benefits for the purpose of corruptly influencing a third party's decision regarding Sight Sciences and its business.

Although certain jurisdictions – such as the U.S. under the FCPA – may technically allow facilitation payments, Sight Sciences prohibits employees and third parties acting on its behalf from making non-routine facilitation payments. Any exception requires prior approval from the Chief Legal Officer and the Chief Compliance Officer. This approach reinforces our commitment to ethical business conduct and helps ensure our operations remain free from improper influence.

COMPLIANCE EDUCATION AND TRAINING

Sight Sciences delivers risk-based ethics and compliance training and education to its employees each year to help ensure they understand their responsibilities and can navigate the legal and regulatory environment relevant to our business. Ethics and compliance training and education are offered both online and in-person, with the goal of ensuring comprehensive coverage and accessibility for all employees – whether newly hired or long-tenured. Foundational topics are introduced at onboarding and reinforced annually, while additional risk-based topics are role-specific.

Annual and/or Foundational Training and Education Topics

- **National Sales Meeting:** educate the members of the Commercial organization on key legal and compliance issues and topics, such as healthcare fraud and abuse, compliant reimbursement practices, and discounts.
- **Code of Business Conduct and Ethics:** the annual training and certification program covered topics such as antibribery, trade regulations, cybersecurity, financial integrity, anti-competitive behavior, modern slavery and human trafficking, gifts, and entertainment, and confidentiality.
- **US and Global Privacy:** educate employees about US state privacy laws and educate employees about US state privacy and data security laws (e.g., California Privacy Act), federal Health Insurance Portability and Accountability Act (HIPAA) Security Rule and Privacy Rule (including the responsibilities when acting as a Business Associate), and applicable global privacy laws and data protection (e.g., European General Data Protection Regulation).
- **Speaking Up and Non-Retaliation:** reinforce the importance of speaking up, how to raise concerns and report misconduct through available channels (e.g., Ethics Hotline), and the Company's no retaliation policy.

SPECIALIZED, RISK-BASED TRAINING AND EDUCATION TOPICS

In addition, employees also received risk-based training and education that addressed more specialized areas of concern, such as:

- **Healthcare Fraud and Abuse:** covered the legal risk of submitting, or causing, the submission of false or fraudulent claims to the federal government under the federal False Claims Act and knowingly providing prohibited remunerations to HCPs and other customers under the Anti-Kickback Statute.
- **Insider Trading Compliance:** covered insider trading laws and the Company's prohibition of insider trading, as well as what is material, non-public information, who are insiders and tippees, prohibition of records falsification and false statements, and black-out periods and the procedure for pre-clearance of trades by certain employees and directors.
- **Interactions with HCPs:** educate employees of the ethical standards governing our interactions with HCPs, such as grants and donations, the prohibition of gifts and entertainment to HCPs, how to properly engage HCPs for consulting and speaker services, meals and refreshments, providing appropriate coverage and reimbursement information, etc.

- **Anti-Bribery and Anti-Corruption:** educate employees on the definition of bribery, how to recognize and prevent bribery and corruption.
- **FDA Advertising and Promotional:** educate employees on the rules and regulations governing responsible marketing and sales promotional practices (e.g., rules regarding off-label promotion).

COMPLIANCE COMMUNICATIONS AND AWARENESS

In addition to the structured training sessions, the Ethics and Compliance Department actively disseminates compliance newsletters and quick reference guides to reinforce expectations and raise awareness of updates to laws, regulations, and industry codes. These resources help employees stay informed and support a culture of ethical decision-making across the organization.

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 57 issued U.S. patents, 74 issued patents outside of the U.S. (including seven issued European patents and their national validations), 24 pending U.S. non-provisional patent applications, 31 pending foreign patent applications and four pending Patent Cooperation Treaty patent applications as of December 31, 2025.

Information Security

We believe protecting our information systems and ensuring the responsible use of emerging technologies such as artificial intelligence (AI), 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, including risks associated with AI-enabled technologies. 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, processed by automated systems or AI models, 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, results from any penetration testing, and risks associated with the deployment or use of AI-enabled tools and systems. Cybersecurity and AI-related risk management are 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.

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 quarterly training on information security best practices, including interactive training to confirm understanding and test skills. In addition, employees receive training on responsible AI use, data protection obligations, confidentiality requirements, and appropriate human oversight. This training reinforces expectations regarding the ethical use of technology, avoidance of bias, protection of sensitive data, and compliance with Company policies and applicable laws.

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, administrative, and organizational measures to protect personal information and protected health information ("PHI") from unauthorized access, use, disclosure, alteration, or destruction. These safeguards include access controls, encryption where appropriate, audit logging, and incident response procedures designed to maintain the confidentiality, integrity, and availability of data. Employees receive annual training on privacy and security laws, including PHI-specific requirements, and on the procedures and processes they must follow to comply with applicable regulations and Company policies. The Company maintains and enforces written PHI policies and procedures aligned with the Health Insurance Portability and Accountability Act (HIPAA) and applicable state health privacy laws, including minimum necessary standards, breach reporting obligations, and business associate requirements. We are committed to complying with data protection standards worldwide, including, but not limited to, global privacy laws (e.g., the EU General Data Protection Regulation), U.S. state privacy laws (e.g., the California Consumer Privacy Act), and U.S. healthcare privacy and security regulations governing PHI. The full privacy policy can be found at: <https://www.sightsciences.com/privacy-policy/>.

Table 4: Information Security Breaches, 2023-2025

	2025	2024	2023
Total Known Information Security Breaches	0	0	0
Total known Third-Party 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 the 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 in a highly collaborative environment. 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. However, we note that the information provided in these statistics do 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 equity for all, we perform annual reviews by job role, and we seek to address any pay or promotion discrepancies found that are not based on merit, role, experience, or skill.

Commitment to Competitive and Fair Compensation

Sight Sciences places a focus on attracting and retaining talented and experienced individuals to manage and support our operations and believes that employees should be compensated fairly for their contributions to the Company. We conduct annual compensation benchmarking on all positions throughout the Company and we use external benchmarking surveys to guide our assessment of compensation competitiveness. Each position is evaluated based on the level of the role, the complexity of the position, and years of experience required.

Our compensation program consists of three primary components: base salary, variable compensation plans (annual bonus targets for non-sales employees and commission plans for sales employees), and equity.

We also offer all eligible employees the option to participate in our Employee Stock Purchase Plan ("ESPP"). We believe our ESPP plan helps to build an ownership mindset amongst our participating employees. Under the ESPP, Participants may elect to have up to 25% of their compensation set aside through payroll deductions to be used to purchase our common stock. Participants purchase stock in consecutive 6-month offering periods, with the purchase price set at a 15% discount to the lower of the market price at the beginning or end of the offering period. As of December 31, 2025, approximately 43% of eligible employees participated in the ESPP, which means that participation remained stable year over year.

The Compensation Committee of our board of directors is responsible for compensation programs for our executive officers and reports to our board of directors on its discussions, decisions, and other actions. Further information about our executive compensation programs can be found in our proxy statement.

Table 5: Employees and Temporary Staff

As of December 31, 2025, we employed 187 people worldwide, of which 100% 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 majority of our roles, and have an almost 50 - 50 mix of females and males across our employee base.

Table 5: Employees and Temporary Staff (cont.)

NUMBER OF EMPLOYEES AND TEMPORARY STAFF BY REGION¹

	Total	Full-time Total	Male	Full-time Male	Female	Full-time Female
Total Employees	187	187	83	83	104	104
USA	175	175	76	76	99	99
Europe	12	12	7	7	5	5

NUMBER OF EMPLOYEES AND TEMPORARY STAFF BY YEAR¹

Year	Full-Time ²	Part-Time ³	Temporary ⁴	Total
2025	186	0	1	187
2024	216	4	0	220
2023	212	2	0	214

	2025	2024	2023
Employees with a permanent contract ^{1,5}	99.5%	100%	100%
Employees with a temporary contract ^{1,4}	0.5%	0%	0%

	2025	2024	2023
Directly employed workforce ^{1,6}	187	220	214
Not directly employed workforce ^{1,7}	10	12	10
Directly employed workforce percent of total workforce ¹	94.9%	94.8%	95.5%
Not directly employed workforce percent of total workforce ¹	5.1%	5.2%	4.5%

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.

Inclusion and Belonging

Inclusion and belonging remain 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.

In 2025, the Inclusion and Belonging Committee, founded in 2024, met quarterly with the goal to help employees better understand Sight Sciences' community impact and to organize activities that strengthen our relationships with the communities we operate in.

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 training 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 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 regard to their sexual orientation. As of the date of this report, three of the seven board directors self-identified with one or more diversity characteristic.

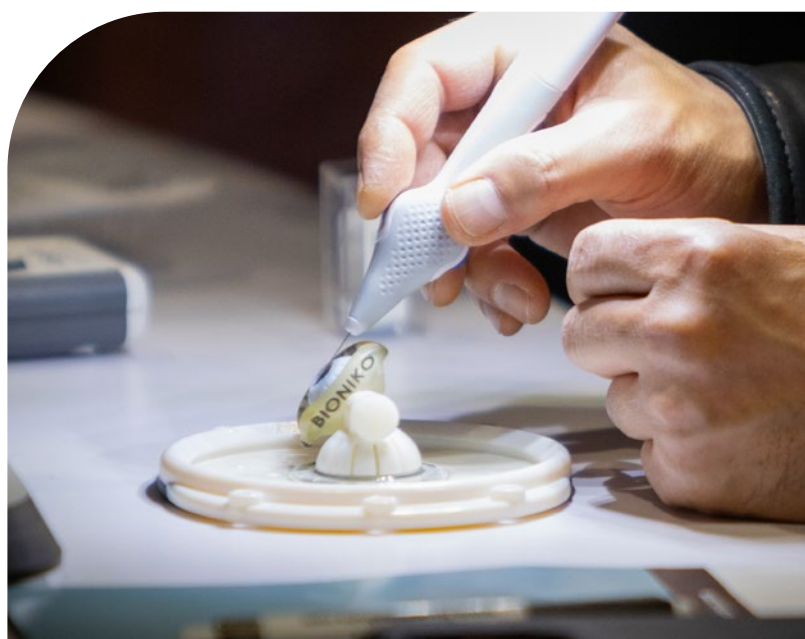




Table 6: Board of Directors Diversity Characteristics

SELF-IDENTIFIED DIVERSITY CHARACTERISTICS

Female	Underrepresented Minority	LGBTQ+
2/7	1/7	0/7

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.

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. Although we do not have specific diversity requirements in place, the Board values diversity and supports having directors of diverse gender, race, and ethnicity, along with varied skills and experiences, and also intends to ensure that the composition of the Board complies with applicable law and Nasdaq requirements.

Table 7: Employee Ethnic and Racial Profile,^{1,2} 2023-2025

	2025	2024	2023
American Indian/Alaskan Native	0%	0.5%	0.5%
Asian	10.3%	11.3%	11.6%
Black or African American	6.3%	6.9%	6.6%
Hispanic or Latino	8.0%	8.8%	9.6%
Two or more races	2.3%	4.4%	2.5%
Native Hawaiian or other Pacific Islander	0.0%	0.0%	0.0%
White	73.1%	68.1%	69.2%

¹ US Data only. Data from United Kingdom and Germany employees (12 as of December 31, 2025) is not available.

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

With 73% of our workforce identifying as white and the remaining 27% representing a diverse array of racial and ethnic backgrounds, we continue to be committed to creating an inclusive environment, so all feel valued, respected, and empowered. We continue to strive for a more diverse workforce in the future, at all levels of the organization.

Table 8: Employee Gender Profile, 2023-2025

	2025	2024	2023
Percentage of women in management positions ^{1,2}	45.3%	39.4%	36.9%
Percentage of women in the overall workforce ^{1,2}	55.6%	50.5%	48.6%

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

Our workforce in 2025 consisted of almost 6% more women than men. While we still don't have 50 – 50 equality between men and women in leadership positions, we also increased our female representation at the management level by 6% compared to 2024.

Table 9: Employee Pay Equity by Gender – Senior Roles,^{1,2} 2023-2025

(\$ in Thousands)	2025	2024	2023
Number of Male Executives, Excluding CEO ¹	4	3	3
Number of Female Executives, Excluding CEO ¹	1	1	1
Average Base Salary, Male Executives, Excluding CEO ^{1,2}	\$440	\$410	\$410
Average Base Salary, Female Executives, Excluding CEO ^{1,2}	\$485	\$450	\$410
Ratio of Average Base Salary: Female Executives to Male Executives, Excluding CEO ¹	110%	110%	100%
Number of Male Vice Presidents ¹	7	11	12
Number of Female Vice Presidents ¹	4	3	3
Average Base Salary, Male Vice Presidents ^{1,2}	\$298	\$303	\$278
Average Base Salary, Female Vice Presidents ^{1,2}	\$294	\$293	\$279
Ratio of Average Base Salary: Female Vice Presidents to Male Vice Presidents ¹	99%	98%	100%

¹ Data as of December 31 in each of the respective years, full-time US employees only.

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 Executives and Vice Presidents. We continue to strive to increase female leadership within the Company.

Table 10: Employee Pay Equity by Gender – Directors,^{1,2} 2024-2025

(\$ in Thousands)	2025	2024
Number of Male Directors ¹	14	19
Number of Female Directors ¹	9	13
Average Base Salary, Male Directors ^{1,2}	\$219	\$219
Average Base Salary, Female Directors ^{1,2}	\$218	\$209
Ratio of Average Base Salary: Female Directors to Male Directors ¹	100%	95%

¹ Data as of December 31 in each of the respective years, full-time US employees only. Directors are defined as Mid-Level Managers, including Directors and Sr. Directors.

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

The chart above indicates that our female directors are paid a base salary similar to their male counterparts.

Table 11: Employee Pay Equity by Gender – Managers,^{1,2} 2024-2025

(\$ in Thousands)	2025	2024
Number of Male Managers ¹	3	4
Number of Female Managers ¹	10	9
Average Base Salary, Male Managers ^{1,2}	\$171	\$161
Average Base Salary, Female Managers ^{1,2}	\$148	\$156
Ratio of Average Base Salary: Female Managers to Male Managers ¹	87%	97%

¹ Data as of December 31 in each of the respective years, full-time US employees only. Managers are defined as First Level Managers, including Manager, Sr. Manager and Supervisor roles.

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

In 2025, pay equity between male and female managers decreased by 10% from 2024, mainly due to more female managers assuming roles that are lower-paid in the labor market, while all male managers held higher-paid technical positions.

Table 12: Sight Sciences Employee Pay Equity by Gender – Professionals & Technicians,^{1,2} 2024-2025

(\$ in Thousands)	2025	2024
Number of Male Professionals & Technicians ¹	12	19
Number of Female Professionals & Technicians ¹	26	31
Average Base Salary, Male Professionals & Technicians ^{1,2}	\$146	\$141
Average Base Salary, Female Professionals & Technicians ^{1,2}	\$135	\$133
Ratio of Average Base Salary: Female Professionals & Technicians to Male Professionals & Technicians ¹	93%	95%

¹ Data as of December 31 in each of the respective years, full-time US employees only. "Professionals" includes roles that generally require a college degree or experience equivalent to a college education, or professional certification and excludes sales professionals. "Technicians" are defined as employees who execute activities that require applied scientific skills.

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

At the professional and technician level, the pay equity gap between male and female employees further increased slightly to 7%, compared to 5% in 2024. This continues to be explained by women working in roles traditionally undervalued by the Labor Market such as Customer Service, Marketing, Accounting or Human Resources roles.

Table 13: Sight Sciences Employee Pay Equity by Gender – Sales Professionals,^{1,2} 2024-2025

(\$ in Thousands)	2025	2024
Number of Male Sales Professionals ¹	34	39
Number of Female Sales Professionals ¹	41	43
Average Base Salary, Male Sales Professionals ^{1,2}	\$120	\$116
Average Base Salary, Female Sales Professionals ^{1,2}	\$114	\$114
Ratio of Average Base Salary: Female Sales Professionals to Male Sales Professionals ¹	95%	99%

¹ Data as of December 31 in each of the respective years, full-time US employees only. Sales Professionals are defined as those employees in a non-managerial role who wholly and primarily focus on direct sales of our products.

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

There is a 5% discrepancy between the average salary for a male Sales Professional vs the average salary for a female Sales Professional. This can be explained by:

1. More female employees in sales support or entry-level sales roles.
2. The geographic area where the sales worker is employed drives decisions around salary at the time of hire.

Table 14: Employee Pay Equity by Gender – Administrative Support Workers,^{1,2} 2024-2025

(\$ in Thousands)	2025	2024
Number of Male Administrative Support Workers ¹	1	1
Number of Female Administrative Support Workers ¹	8	4
Average Base Salary, Male Administrative Support Workers ^{1,2}	\$77	\$75
Average Base Salary, Female Administrative Support Workers ^{1,2}	\$73	\$73
Ratio of Average Base Salary: Female Administrative Support Workers to Male Administrative Support Workers ¹	95%	98%

¹ Data as of December 31 in each of the respective years, full-time US employees only. Administrative support employees are those employees executing non-managerial tasks providing administrative and support assistance, primarily in office settings.

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

The average salary for a male Administrative Support Worker vs the average salary for a female Administrative Support Worker is 5% higher. Small discrepancies can be explained by the type of work executed and tenure in the role.



Table 15: Employee Age Profile,¹ 2023-2025

	2025	2024	2023
Under 30	7%	8.2%	8.5%
30-39	31.6%	26.8%	25.5%
40-49	38%	36.4%	40.6%
50-59	17.1%	22.7%	20.3%
60 or over	6.4%	5.9%	5.2%

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, decreased slightly in 2025.

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 and an EH&S Committee, consisting of employees from various departments and at various levels in the organization. This 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 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 implemented a Workplace Violence Prevention Program for our California employees. Annual re-training was provided on these topics in 2025.

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. From 2025, all employees and managers must complete mandatory wellbeing training through our online learning system including a significant portion on mental health. New hires receive this training at the time of onboarding.

We are committed to reducing the stigma surrounding mental health in the workplace by raising awareness. During Mental Health Awareness Month, we share informative emails, tools, and activities to help employees monitor and improve their mental well-being. Additionally, we provide free and unlimited access to our Employee Assistance Program (“EAP”), offering resources on therapy and other mental health support.

Injury Reports

After one lost time injury reported in 2024, we are back to zero incidents and injuries in 2025. Our lost time injury rate continues to remain below industry average injury rates, indicating an effective management system and sustained focus on continuous improvement.

We care for the safety of our onsite contractors as much as our own employees. We had no injuries to report among contractors in 2025, which kept our total recordable injury rate and fatality rate at zero.

Table 16: Injury Rates, Global, 2023-2025

	2025	2024	2023
Fatalities	0.0	0.0	0.0
Lost time injuries	0.0	1.0	0.0
Lost time injury rate ^{1,2}	0.0	0.5	0.0
Total recordable injury rate ²	0.0	0.5	0.0

¹ Full-time regular employees only

² Injuries per 200,000 employee hours worked

Career Development and Learning

At Sight Sciences, we believe that the professional development of our employees is a critical component contributing to a high-performance culture.

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.

NEW HIRE ORIENTATION

Every employee goes through a New Hire Onboarding program which includes training in our HRIS and other IT systems as well as our Quality System while also offering a first introduction to our culture, behaviors, products, and mission. During onboarding, new hires also get acquainted with important policies and procedures and corporate conduct guidelines.

Retraining is conducted on the company's policies and procedures as they are updated, and refresher training is conducted periodically if no updates are made.

EMPLOYEE DEVELOPMENT AND LEADERSHIP DEVELOPMENT

Sight Sciences is committed to providing high quality and meaningful learning opportunities to all our employees. In 2025, we offered 10 in-person and 8 virtual development opportunities while also offering an innovative platform for on-demand learning geared around skills for the future. 40% of our employee population took advantage of this platform.

For our leaders we provided learning opportunities around management skills such as emotional intelligence, leading high-performing teams, leading through change and presenting with confidence. We also provided several workshops for our more senior leaders around building the Sight Sciences culture. This work will continue in 2026.

FIELD SALES TRAINING

Sight Sciences has an extensive training and development curriculum in place for newly hired sales employees. This includes online preparatory courses via e-learning, focused teaching to ensure comprehension and extensive in-person training followed by a field certification. Evaluation moments are built in at every step of the program. The Training & Development department schedules regular field coaching and field observation ride-alongs for both new and tenured reps. A newly hired sales employee invests approximately 130 hours in training and development throughout their initial training journey. In 2025, the Training & Development team organized 7 in-person Glaucoma Professional Training classes, 1 in-person Dry Eye Professional Training class and 2 in-person classes specifically geared towards our Associate Sales Representatives.

Continued education on clinical, market access and technical developments is offered through Quarterly physician-led Journal Clubs as well as ad-hoc Competitive Review sessions. When new clinical data becomes available, clinical background summaries are made available to the sales force.

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 for our U.S. based employees, with up to 8 weeks of 100% paid time off to eligible regular full-time employees and regular part-time employees regularly scheduled to work at least 20 hours per week. This leave enables 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 at the management's sole discretion. If granted, personal leave is typically limited to thirty (30) days.

In 2024, Sight Sciences introduced a volunteer time off policy: each employee can log 8 hours of paid time off to volunteer in their community. This addition is another example of the Company's commitment to a healthy balance between work and life.

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 stepparents, foster parents, parents-in-law, and domestic partner's parents), grandparents, siblings, children, children of a domestic partner, stepchildren, 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 comprehensive survey was conducted in August 2023 and had an overall satisfaction rating of 3.63/5. Follow up pulse surveys were conducted in June 2024 and November 2025. The goal of these short surveys was to check whether the pain points revealed in 2023 had been appropriately addressed. We are pleased to share that the overall employee satisfaction score increased to 3.99 in 2024 and 4.01 in 2025.

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 October 2023 and affected 24 employees, or approximately 10% of the global workforce. The second one took place in August 2025, and affected 43 employees, or approximately 20% of the total global workforce. The Company provided severance to all impacted employees, which were primarily in its commercial organization (2023 RIF) and across most functions, but the majority in the general and administrative organization (2025 RIF). There were no significant reorganizations in 2024.

Table 17: Significant Reorganizations, 2023-2025

	2025	2024	2023
Number of Significant Reorganizations ¹	1	0	1
Number of employees impacted	43	0	24
% of employees impacted	20.5%	0%	10%

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 further decline with a 5% reduction in 2024 compared to 2023. However, in 2025 voluntary turnover increased again to the same level as 2023. We believe that, in years of Workforce Restructuring, voluntary departures increase as well.

Table 18: Staff Voluntary Turnover, % of Total, 2023-2025

	2025	2024	2023
Annual voluntary employee turnover	19.5%	14.3%	19.3%

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

Sight Sciences is committed to upholding human rights across its global operations and complies with the laws and regulations that govern ethical business conduct, including those prohibiting modern slavery and human trafficking. 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.

In accordance with the UK Modern Slavery Act of 2015, the Company has implemented and published a Modern Slavery & Human Rights Policy that outlines the principles guiding our approach to identifying, preventing, and addressing risks related to forced labor, human trafficking, and other human rights. The Modern Slavery & Human Rights Policy is available on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>.

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.

- As part of the 2025 Ethics and Code of Conduct training and certification program, employees received education on modern slavery, common warning signs, examples of slavery, and steps employees can take to raise concerns or respond appropriately if they encounter potential risks. This training reinforces our commitment to fostering a workplace culture that prioritizes ethical conduct, vigilance, and respect for human rights.
- 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

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 questions or 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.

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 People Department, the Compliance Department, 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.

Speaking Up: How Employees Can Raise Concerns

Sight Sciences is committed to ensuring that employee concerns are heard and addressed promptly and respectfully. The People Department is responsible for addressing employment-related 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 Ethics Hotline ((833) 624-0284) or submitting a report using the Sight Sciences Ethics reporting web site (sightsciences.ethicspoint.com); and/or
- Writing to the Audit Committee of the Sight Sciences Board of Directors.

All reports, whether submitted anonymously or not, will be handled 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. Sight Sciences strictly prohibits retaliation of any kind, including harassment or threats, against any employee who, in good faith, reports a suspected violation of law or participates in an investigation.



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 440,000 total procedures performed with our 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 customers' 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 \$14.6 million (or 18.9% of our revenue) devoted to research and development expenses in the full year 2025.

Table 19: Expenditures on R&D, 2023-2025

	2025	2024	2023
R&D expenses / revenue	18.9%	22.5%	21.7%
Revenues (\$ in thousands)	\$77,363	\$79,865	\$81,056
R&D expenses (\$ in thousands)	\$14,606	\$17,992	\$17,556



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 and effectively. 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 Management 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.

Ethics Standards for Suppliers

Sight Sciences' third-party contract manufacturers are vital to our success, so it is important we screen and select the contract manufacturers carefully. We strive to partner with Suppliers who share our commitment to ethical business practices, with the intent to create a more responsible and resilient supply chain. As such, we have developed a Supplier Code of Ethics and Conduct that outlines the Company's expectations relating to business ethics, conflicts of interest, anti-bribery, human and labor rights, freedom of movement, environmental responsibility, and other topics commonly found in supplier codes of conduct.

Our Supplier Code of Ethics and Conduct can be found on the Investor Relations Corporate Governance section of Sight Sciences' website at: <https://investors.sightsciences.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.

The Company's Code of Business Conduct and Ethics, the Supplier Code of Ethics and Conduct, and the Modern Slavery and Human Rights Policy are collectively designed to promote ethical business practices and conduct, respect for human rights, and demonstrate our compliance with all applicable laws. For instance, the Company does not tolerate, nor will we knowingly be complicit in, our Suppliers using forced, involuntary, or child labor. Further, Sight Sciences reserves the right contractually to evaluate, audit, and inspect our Suppliers' facilities, books, and business records to verify our Suppliers compliance with the Supplier Code of Ethics and Conduct.

Ethics Standards for Suppliers (cont.)

CONFLICT OF INTEREST AND MODEST GIFTS

Sight Sciences is committed to ensuring that business decisions are made objectively and in the best interests of the Company. To help support this commitment, 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 requires employees to disclose any situation that reasonably would be expected to give rise to a conflict of interest.

The Company's Code of Business Conduct and Ethics maintains standards regarding the giving and receiving of gifts and entertainment. For example, 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. By upholding these standards, Sight Sciences promotes transparency, safeguards ethical decision-making, and reinforces trust across our business relationships.

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.

Ethics Standards for Suppliers (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.

Ethics Standards for Suppliers (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 trained all employees from Quality Assurance, Operations, Research & Development, and Purchasing on the Company's supplier standards, and plan to have refresher training annually.

Table 20: Training of Procurement Personnel on Supplier Standards/Policies

	2025	2024	2023
Training Completion on SOP – Supplier Management	100%	100%	N/A
Training Completion on Supplier Code of Ethics	100%	100%	N/A

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 21: 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.

Table 22: Conflict Mineral Survey Response Rate, 2023-2025

	2025	2024	2023
% of suppliers providing responsive information to conflict mineral survey	TBD*	57%	63%

*The 2025 Conflict Mineral Report is expected to be filed in June 2026.

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 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.

All products that are sold as sterile by Sight Sciences in our Interventional Glaucoma business adhere to ISO 11137, Sterilization of Health Care Products, to ensure the health and safety of finished products. Processes in place include process validation, routine process monitoring, and regular microbiological audits.

Table 23: Sterility Process Monitoring 2023-2025

	2025	2024	2023
% of quarterly bioburden tests passed	100%	100%	100%
% of quarterly endotoxin tests passed	100%	100%	100%
% of quarterly dose audits passed	100%	100%	100%

Additionally, Sight Sciences did not have any products listed in the FDA Medwatch database, was not subject to any enforcement actions from FDA during the last three years, and had no adverse events associated with a patient fatality.

Table 24: Product Safety, 2023-2025

	2025	2024	2023
Number of products sold by Sight Sciences listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0
FDA Adverse Events associated with a patient fatality	0	0	0
# of regulatory enforcement actions received by Sight Sciences from FDA	0	0	0
Type of regulatory enforcement from FDA	N/A	N/A	N/A

Recall Management

As part of our Quality Management processes, we have implemented standard operating procedures governing Complaints and Recalls. Our ISO 13485 Certification and compliance to the Quality Management System Regulation has been in effect for over 5 years and includes recall management. A recall is an action taken by a registrant to remove a violative product from the market or to correct a violative product on the market. Recalls may be conducted voluntarily by a registrant, or they may be mandatory and initiated by FDA request or by FDA order under statutory authority. Our reporting on recalls shall disclose all types of recalls required for reporting to a regulatory authority. We also disclose recalls in foreign markets that have been initiated voluntarily, at the request of a foreign national regulatory authority, or by order of a foreign national regulatory authority under statutory authority.

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 is a reasonable probability that the use of, or exposure to, such product will cause serious adverse health consequences or death or may cause temporary or medically reversible adverse health consequences.

We have standard procedures to evaluate the risk to health. Once the risk to health analysis has been completed, a meeting will be held to discuss it with the company management team and its advisors. The CEO shall make the final decision of whether to recall distributed products. 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.

Table 25: Product Recalls, 2023-2025

	2025	2024	2023
# of Product Recalls	0	0	0
# of Products Subject to Recall	0	0	0
# of Customers Impacted	0	0	0
FDA Classification of Recall, If Applicable	N/A	N/A	N/A

No product recalls have been conducted in the three year period reported.

Marketing and Labeling

Product marketing and labeling requirements are set by government regulators in all countries in which our products are marketed and sold (for example, the FDA in the US). Sight Sciences is committed to ensuring that all product marketing and labeling practices meet the regulatory requirements established by such authorities. We do not market or promote any products until all applicable regulatory, quality, and/or labeling requirements have been satisfied.

All marketing materials must be consistent with approved labeling, including indication for use, instructions, and safety information. As part of this effort, the Company's PRC team is responsible for reviewing and approving the Company's marketing materials, helping ensure marketing materials are accurate and truthful. The PRC team also reviews marketing materials to ensure claims are consistent with the applicable product's approved or cleared labeling, fair and balanced, supported by evidence and comply with applicable advertising and promotional laws and regulations. In addition, our quality management system and processes incorporate controls to help ensure compliance with labeling requirements, including any needed translations. Our internal quality audit processes are designed to capture flaws in product marketing, user guides, and clinical guides, including any needed translations.

Through these measures, Sight Sciences maintains a disciplined approach to responsible marketing and labeling, supporting patient safety, regulatory compliance, and trust in our products.

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 the 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 they are from a source which has appropriate ethical procedures in place. Sight Sciences' policy on the handling of human biological samples outlines the ethical guidelines and legal standards that suppliers who supply human biological samples to Sight Sciences are expected to meet, including but not limited to, having their own policies and procedures in place to address appropriate informed consent of donors, respect of privacy and confidentiality of donors, and appropriate storage, use and disposal of such samples.

The Company is committed to being a responsible user of human biological samples, and has implemented the Policy on Handling of Human Biological Samples, which is published on the Investor Relations ESG section of Sight Sciences' website at: <https://investors.sightsciences.com/esg>.

Ethical Research and Development (cont.)

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. Additionally, Sight Sciences recognizes that certain regulatory pathways mandate animal studies for which no currently accepted alternatives exist. Sight Sciences' contracts with third party vendors for these services, and we require 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). We have implemented requirements reflecting the expectation that this testing is carried out with respect for animal life, considering the 3R principles for animal experiments and consistent with applicable regulatory requirements: 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 2023 through 2025, Sight Sciences conducted seven (7) animal studies involving 56 total animals. No reportable events¹ resulted from these animal studies.

Table 26: Animal Studies, 2023-2025

	2025	2024	2023
Number of Animal Studies Conducted	2	2	3
Number of Animals Included	20	20	16
Number of Reportable Events ¹	0	0	0

¹ Reportable Events include, but are not limited to, 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 applicable 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 adhere to the tenets of the Declaration of Helsinki 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 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 an oversight of their services.

Business Continuity Management

In our commitment to ensuring the resilience and sustainability of our operations, we have developed a business continuity framework to safeguard our employees, assets, and stakeholders. This framework is designed to minimize disruptions, maintain operational effectiveness, and support our long-term sustainability objectives. It emphasizes the importance of proactive risk management, swift recovery strategies, and alignment with ESG principles to promote a sustainable and responsible business model.

Our business continuity framework strategy consists of four major components:

- 1. Risk Assessment and Mitigation:** We regularly (at least annually) assess risks that could impact our operations, including environmental risks (e.g., climate change, natural disasters), technological disruptions (e.g., cyber-attacks), and social factors (e.g., health crises, geopolitical instability). These assessments help to identify potential threats and develop mitigation strategies to ensure business continuity even in adverse conditions.
- 2. Incident Management and Response:** We maintain an incident management framework that includes clear protocols for responding to emergencies and unexpected events. Communication plans are in place to ensure timely updates to employees, stakeholders, and customers during events, with an emphasis on transparency and accountability. Key stakeholders from each major business function are trained on these business continuity plans so they can respond to incidents as they arise or as we perform tests of these response systems.
- 3. Employee Well-being and Support:** The well-being of our employees is a core priority in our business continuity efforts. We provide comprehensive support systems, including remote work options and flexible working arrangements to ensure that our workforce can operate effectively in any scenario.
- 4. Technology and Data Resilience:** We employ state-of-the-art technology and data protection measures to ensure operational continuity. Our IT infrastructure is designed to withstand disruptions through cloud-based solutions and cybersecurity protocols.

To ensure that our business continuity plans remain effective and responsive to emerging risks, we conduct regular drills, simulations, and scenario analyses at least annually. These tests involve various levels of the organization and are designed to identify areas for improvement. Feedback from these exercises drives a continuous refinement of our processes including corrective action plans and monitoring, as appropriate.

Commitment to Fair Pricing and Access

Our products are currently approved for commercial use in the United States, the United Kingdom, and select countries in the European Union. The majority of patients are Medicare beneficiaries, which means that physicians and hospitals are reimbursed by Medicare or Medicare Advantage carriers for the majority of our procedures and direct patient costs are controlled by the Medicare program. Medicare reimbursement levels to physicians and hospitals have remained relatively stable over the past several years. We sell our products to ambulatory surgery centers (ASCs), hospitals, eyecare providers, group purchasing organizations (GPOs), and similar customers. We set our pricing to support patient accessibility for the procedure, the costs of producing our products, compete in the market, account for regional reimbursement schedules and procedure volume, among other legitimate business reasons. Sight Sciences has established a Pricing Committee, consisting of cross-functional leaders, to oversee pricing strategies, discounts, and rebate practices to help ensure compliance with applicable laws and regulations. Pricing is negotiated and memorialized in purchasing agreements that may include general confidentiality clauses.



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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, 2023, through December 31, 2025, Sight Sciences has donated to 27 different programs to support indigent care in over 18 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 27: Contributions Table, 2023-2025

(\$ in thousands)

	2025	2024	2023
Political Contributions	\$0	\$0	\$0
Lobbying Contributions	\$90	\$20	\$112
Grant and External Funding Contributions	\$469	\$307	\$322
Charitable Donations	\$20	\$12	\$28
Industry Membership Dues Paid	\$85	\$60	\$51
Industry and Conference Sponsorships	\$244	\$142	\$119
Total Contributions¹	\$819	\$542	\$632
Total Contributions ¹ as a Percent of Revenue	1.1%	0.7%	0.8%

¹ Total Contributions defined as the sum of Total Political, Lobbying, Grants / External Funding, Charitable Donations, Industry and Conference Sponsorships 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 27). Sight Sciences Total Contributions were modest (approximately 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 guidelines for employees' political and lobbying activities in the workplace. All political, lobbying, and civic activity conducted by our employees 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 2023 through 2025, Sight Sciences paid membership dues to the Ophthalmic Business Council of the American Academy of Ophthalmology (AAO), American Society of Cataract and Refractive Surgery (ASCRS) Foundation, Biocom, and Medical Device Manufacturers Association (MDMA) per the amounts listed in Table 27. 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, Protected Health Information ("PHI") handling and safeguarding policies, 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 2025.

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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. We use water and electricity from public utilities for routine facility operations such as lighting, heating, drinking water, and restrooms. Our company is a small-quantity generator of hazardous waste in California. Our hazardous waste program ensures that we comply with all relevant local, state, and federal regulations for proper signage, storage, inspections, labeling, transporting, and disposal of waste.

Environmental Metrics & Methodology

While Sight Sciences' business is not energy-intensive, we are committed to tracking our energy use, waste generation, recycling levels, and greenhouse gas emissions data as we grow our business. Additional information regarding our energy use, waste generation and recycling, and greenhouse gas emissions are provided below.

CARBON FOOTPRINT

In 2024 and 2025, we calculated the Company's carbon footprints, which is the sum of the CO₂ emissions released by the company within the defined system boundaries over the course of the year. The calculations were based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol) and were calculated by an independent third party.

In preparing this carbon footprint, five basic principles were observed in accordance with the GHG Protocol:

- **Relevance:** The carbon footprint appropriately reflects the GHG emissions of the subject and enables the user to make informed decisions.
- **Completeness:** The carbon footprint covers all GHG emissions within the selected system boundaries. If relevant emission sources were excluded, this is documented and justified.
- **Transparency:** All relevant aspects are addressed and documented in a factual, coherent, clear, and understandable manner.
- **Consistency:** Comparable methodologies are implemented so that emissions can be tracked over time. Changes in data, system boundaries, or methods are transparently documented.
- **Accuracy:** The calculation of GHG emissions is not systematically too high or too low and uncertainties are minimized. The information provided is accurate enough to allow users to make informed decisions.

CO₂ emissions were calculated using consumption data and emission factors researched by our third-party partner. Wherever possible, primary data were used. If no primary data were available, secondary data from highly credible sources were used. Emission factors were taken from scientifically recognized databases such as ecoinvent and DEFRA.

The carbon footprint calculates all emissions as CO₂ equivalents (CO₂e) which this report also refers to as CO₂. This means that all relevant greenhouse gases, as stated in the IPCC Assessment Report, were taken into account in the calculations. These include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulfur hexafluoride (SF₆),

and nitrogen trifluoride (NF₃). Each gas has a different ability to warm the earth's atmosphere, and each remains in the atmosphere for different lengths of time. To make their effect comparable, they are converted to CO₂ equivalents (CO₂e) as a basic unit and multiplied by their global warming potential (GWP). The GWP describes how strong a gas can warm the atmosphere compared to CO₂ over a period of time, usually 100 years.

ELECTRICITY

Emissions for electricity were calculated using both the market-based method and the location-based method. This dual reporting approach is recommended by the GHG Protocol. For the market-based method, we provided specific emission factors for the electricity we purchased, if available. If these specific factors were not available, factors for the residual mix in the country of operation were used, or, if this was unavailable, the average grid mix of the country was used.

The report also states the location-based method. In this method, the average electricity grid mix for the country is calculated. This enables a direct comparison of the company's values with the country-specific average.

EMISSION SOURCES

The various emission sources have been divided into three scopes in accordance with the GHG Protocol:

- **Scope 1** includes all emissions generated directly by Sight Sciences, for example by company-owned equipment or vehicle fleets.
- **Scope 2** lists emissions generated by purchased energy, for example electricity and district heating.
- **Scope 3** includes all other emissions that are not under direct corporate control, such as employee travel or product disposal. Only a subset of scope 3 emissions were included in this calculation for 2024 and 2025, per the categories below.

For 2025, our largest reported emissions were for flights and rental and private vehicles, which accounted for 43.2% and 23.2% of emissions, respectively. Note that due to the complexity of calculations, we were unable to calculate scope 3 emissions associated with the following activities, which may have a material impact on our overall emissions:

- **Upstream activities:** capital goods, transportation and distribution, and leased assets
- **Downstream activities:** transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, leased assets, franchises, and investments.

**Table 28: Environmental Metrics –
Greenhouse Gas, Energy, Water, and Waste Data**

	2025	2024
Total CO2 GHG Emissions	1,733,930 kg CO ₂	2,209,303 kg CO ₂
Scope 1 GHG Emissions	6,520 kg CO ₂	7,655 kg CO ₂
Scope 2 GHG Emissions	19,500 kg CO ₂	32,125 kg CO ₂
Scope 3 GHG Emissions (partial)	1,707,900 kg CO ₂	2,169,524 kg CO ₂
GHG Emissions Intensity (total tCO ₂ e / Revenue (\$ in millions))	22.41	27.66
GHG Emissions Intensity (Scope 1 & 2 tCO ₂ e / Revenue (\$ in millions))	0.34	0.50
Total Energy Consumption – all sites (ekWh)	48,231	50,662
Total Energy Consumption – Marple Stockport (UK) (ekWh)	500	500
Total Energy Consumption – Menlo Park (CA) (ekWh)	36,460	39,118
Total Energy Consumption – Southlake (TX) (ekWh)	11,271	11,044
Energy Use by Source - Marple Stockport (UK)	100% electricity / 0% natural gas	100% electricity / 0% natural gas
Energy Use by Source – Menlo Park (CA)	100% electricity / 0% natural gas	100% electricity / 0% natural gas
Energy Use by Source – Southlake (TX)	100% electricity / 0% natural gas	100% electricity / 0% natural gas
Electricity Use – all sites (ekWh)	48,231	50,662
Electricity Use – Marple Stockport (UK) (ekWh)	500	500
Electricity Use – Menlo Park (CA) (ekWh)	36,460	39,118
Electricity Use – Southlake (TX) (ekWh)	11,271	11,044
Natural Gas Use – all sites (ekWh)	–	–
Natural Gas Use – Marple Stockport (UK) (ekWh)	–	–
Natural Gas Use – Menlo Park (CA) (ekWh)	–	–
Natural Gas Use – Southlake (TX) (ekWh)	–	–
Solid waste per year - all sites (tons) ¹	6.43	9.02
Hazardous waste per year - Marple Stockport (UK) (tons)	–	–
Hazardous waste per year – Menlo Park (CA) (tons)	0.16	0.26
Hazardous waste per year – Southlake (TX) (tons)	–	–
Total Waste Intensity (total tons / Revenue (\$ in millions))	0.08	0.12

¹ Hazardous waste and electronic waste are included in solid waste

Table 29: Emissions by Source

(in kg CO ₂)	2025	% of Total 2025 Emissions	2024	% of Total 2024 Emissions
Scope 1 Total	6,520	0.4%	7,654	0.3%
Direct emissions from company facilities	6,520	0.4%	7,654	0.3%
Refrigerant leakage	6,520	0.4%	7,654	0.3%
Scope 2 Total	19,500	1.1%	32,124	1.5%
Purchased heating, steam, and cooling for own use	1,130	0.1%	16,466	0.7%
Heat (purchased)	1,130	0.1%	16,466	0.7%
Purchased electricity for own use¹	18,370	1.0%	15,658	0.7%
Electricity (stationary)	18,370	1.0%	15,658	0.7%
Scope 3 Total	1,707,900	98.5%	2,169,523	98.2%
Business travel	1,294,442	74.7%	1,847,514	83.6%
Flights	749,413	43.2%	966,592	43.8%
Rental and private vehicles	402,666	23.3%	718,774	32.5%
Hotel nights	142,363	8.2%	162,147	7.3%
Purchased goods and services	190,198	11.0%	178,765	8.1%
External data center	145,057	8.4%	125,627	5.7%
Electronic devices	22,250	1.3%	29,099	1.3%
Food and drink	20,887	1.2%	21,290	1.0%
Print products	2,004	0.1%	2,380	0.1%
Water	0	0.0%	367	0.0%
Employee commuting	211,570	12.2%	127,338	5.8%
Home office	143,960	8.2%	126,447	5.7%
Employee commuting	67,610	3.9%	890	0.0%
Fuel- and energy-related activities	5,260	0.3%	7,483	0.3%
Upstream emissions	5,260	0.3%	7,483	0.3%
Waste generated in operations	6,430	0.4%	8422	0.4%
Operational waste	6,430	0.4%	8,185	0.4%
Transport to disposal facility	0	0.0%	237	0.0%
Total Emissions	1,733,930	100.0%	2,209,303	100.0%

¹ Calculated using the market-based method. Emissions calculated using the location-based method are 19,400 kg CO₂.

Table 30: Emissions by Location

Most of Sight Sciences' emissions are scope 3 emissions, primarily from business travel. Emissions at our three locations are relatively minimal, with higher emissions at our corporate headquarters in Menlo Park, CA, where we have a higher concentration of employees and R&D activities.

(in kg CO ₂)	2025	% of Total 2025 Emissions	2024	% of Total 2024 Emissions
Combined Scope 3 (all offices)	1,702,640	98.2%	2,162,040.70	97.9%
Marple Stockport (UK)	780	0.0%	4,135.74	0.2%
Menlo Park (CA)	23,860	1.4%	34,253.23	1.6%
Southlake (TX)	6,650	0.4%	8,873.50	0.4%
Total Emissions	1,733,930	100.0%	2,209,303.16	100.0%

Compliance and Incidents

We have received no regulatory notices on material environmental issues from inception through 2025. 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 that are candidates for REACH. Sight Sciences also required compliance with the current revision of ROHS.

Table 31: ECHA SVHC Reports Filed, 2023-2025

Year	2025	2024	2023
ECHA SVHC Reports Filed	0	0	0

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. All Sight Sciences devices placed on the market comply with the RoHS 3 Directive.

All Sight Sciences products come with user manuals that include notations on contents of any hazardous materials. All products also contain instructions for proper disposal of the device depending on its contents and use (i.e., surgical devices to be disposed of according to biohazard and sharps requirements and dry eye devices according to requirements for electronics and/or lithium-ion batteries).

Our company is a small-quantity generator of hazardous waste in California. Our hazardous waste program ensures that we comply with all relevant local, state, and federal regulations for proper signage, storage, inspections, labeling, transporting, and disposal of waste generated by our corporate and R&D operations.

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 is responsible for improving energy efficiency and reducing 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 communications, 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.

Sight Sciences SASB Index Hazardous Materials

We provide the table below as a reference to topics described in the Sustainability Accounting Standards Board (“SASB”) standards for the Medical Equipment and Supplies industry. This report is informed by these SASB standards but is not intended to align with them and is a voluntary disclosure to support the evolving information needs of our investors. As such, we are committed to providing investors with useful, relevant, and meaningful sustainability information. The determination of the topics covered below is based on two factors: (i) sector-specific guidance provided by SASB and (ii) periodic assessments of sustainability issues that matter most to our stakeholders and our business. We will continue to evaluate these topics in the future and, accordingly, our disclosure may evolve over time.

Table 32: Sight Sciences SASB Table, 2025

SASB Topic	SASB Code	SASB Framework	Response / Location of Relevant Information
Product Safety	HC0201-01	List of products recalled.	Sustainability Report, Table 25, page 51
Product Safety	HC0201-02	List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products (Medical Devices) database.	None. Sustainability Report, Product Safety, Table 24, page 50
Product Safety	HC0201-03	Number of fatalities related to products as reported in the FDA Adverse Event Reporting System.	None. Sustainability Report, Product Safety, Table 24, page 50
Ethical Marketing	HC0201-04	Description of legal and regulatory fines and settlements associated with false marketing claims, including Federal Food, Drug, and Cosmetic Act violations for off-label marketing prosecuted under the False Claims Act. Dollar amount of fines and settlements and a description of corrective actions implemented in response to events.	None. Sustainability Report, Key Sustainability and ESG Indicators, Table 1, page 8
Ethical Marketing	HC0201-05	Description of code of ethics governing promotion of off-label use of products, including mechanisms to ensure compliance.	Sustainability Report, Ethics & Compliance, Responsible Sales & Marketing Practices, page 22
Energy, Water, and Waste Efficiency	HC0201-08	Total annual energy consumed (gigajoules) and percentage renewable (e.g., wind, biomass, solar).	2025: 48,231 ekWh. Do not disclose percentage renewable. Sustainability Report, Table 28, page 62
Energy, Water, and Waste Efficiency	HC0201-10	Amount of waste (metric tons); percentage that is recycled, incinerated, and landfilled.	2025: 6.43 tons. Do not disclose percentage that is recycled, incinerated, and landfilled. Sustainability Report, Table 28, page 62

Table 32: Sight Sciences SASB Table, 2025

SASB Topic	SASB Code	SASB Framework	Response / Location of Relevant Information
Corruption and Bribery	HC0201-13	Description of legal and regulatory fines and settlements associated with bribery, corruption, or unethical business practices, including violations of the Foreign Corrupt Practices Act and those associated with providing kickbacks to physicians. Dollar amount of fines and settlements and a description of corrective actions implemented in response to events.	None. Sustainability Report, Table 1, page 8
Corruption and Bribery	HC0201-14	Description of code of ethics governing interactions with health care professionals including mechanisms to ensure employee compliance.	Sustainability Report, Ethics and Compliance, page 22
Manufacturing and Supply Chain Quality Management	HC0201-15	Number and type of FDA enforcement actions taken in response to violations of current good manufacturing practices (cGMP) including: product deemed adulterated, form 483s, suggested recall (Class I, II, III), Warning Letters, Border Alerts, license suspension or revocation, product seizure, Consent Decrees, criminal prosecution.	None. Sustainability Report, Manufacturing Operations, page 12



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