

Sight Sciences, Inc.

Equal Employment Opportunity / Affirmative Action Statement

Sight Sciences, Inc. is committed to providing equal employment opportunities (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law.

Sight Sciences will provide reasonable accommodations to qualified individuals with known disabilities, unless such accommodations would pose an undue hardship to the Company. Reasonable accommodations will be made to allow individuals to participate in the application process, perform essential job functions, and enjoy equal benefits and privileges of employment. Individuals with disabilities are responsible for requesting reasonable accommodations by contacting the People Department.

The exercise of rights protected by applicable federal, state and local equal employment opportunities laws such as filing complaints, participating in investigations, compliance reviews and related administrative proceedings, and lawfully opposing unlawful practices under these laws is protected activity for which harassment, intimidation, threats, coercion or discrimination will not be tolerated.

Sight Science's goal is to increase representation of women, people of color, veterans and individuals with disabilities. Our programs are designed to comply with all applicable federal, state and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, transfers, promotions and social/recreational programs.

It is the responsibility of every member of management to ensure effective implementation of this policy. Specific responsibility for monitoring and reporting EEO developments is assigned to the Sr. Director - People.

Sight Sciences posts this statement to inform applicants and employees of our commitment to equal opportunity in employment. The Affirmative Action Plans for: Individuals with Disabilities; and Protected Veterans are located in the People Department's office and may be reviewed by applicants and employees by contacting the People Department during normal working hours.

Paul Badawi
CEO