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# INTRODUCTION

## 01

### CEO letter



Bausch + Lomb is a company dedicated to innovation and advancing eye health to help people see better to live better.

How we do that matters. We always strive for safer and more sustainable operations and hold ourselves to the highest standards of business conduct and ethical behavior.

The 2023 Sustainability Impact Report focuses on our overall efforts in these areas and highlights several initiatives we’re particularly proud of. These include our commitment to reducing greenhouse gas (GHG)

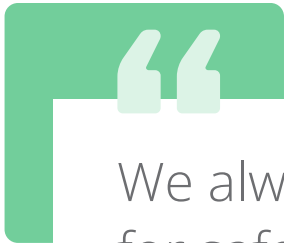
emissions, prioritizing energy efficiency and expanding our ONE by ONE and Biotrue® Eye Care recycling programs—the first and only contact lens, eye care and lens care recycling programs in the United States.

We understand not every action or activity may have an “impact,” but taken collectively, impact can—and will—be measured by the difference we make in communities around the world and our shared environment.

Thank you for your interest in how we operate. We’re excited for what the future holds and look forward to building on our positive impacts and sharing that progress with you.

Sincerely,

**Brent Saunders**  
CEO and Chairman of the Board



We always strive for safer and more sustainable operations and hold ourselves to the highest standards of business conduct and ethical behavior.



# Global VP, Environment, Health, Safety + Sustainability (EHS+S) letter



With 170 years of company history to guide us, I am excited to share 2023 was a year of transition and change aimed at ensuring our patients, customers, employees and stakeholders continue to receive the best Bausch + Lomb experience. There is further *Growth in Sight* in 2024, which is projected to have more new product launches than ever before. We look forward to introducing new products for dry eye disease, contact lenses, intraocular lenses, surgical equipment and consumer products. Through our products, equipment, instruments and services, we strive to be the best eye health company and to deliver on our mission: helping people see better to live better, and doing so sustainably.

We recognize the importance of continually evaluating our business and sustainability risks, opportunities and impacts—both positive and negative. In 2023, we conducted a double materiality assessment to help us identify and prioritize the environmental, social and governance

topics which have the greatest effect on our business and our stakeholders. This report shares our current management of and performance related to these topics, and we plan to further develop our short-, medium- and long-term strategies in 2024.

With *Growth in Sight*, we look forward to 2024 and beyond as we continue to integrate sustainability into everything we do, enhance our transparency and leverage our double materiality assessment as a key strategic driver of our roadmap to success while giving back to the communities where we live and work. Our vision is keenly focused, and our commitment is crystal clear.

**Amy Butler**  
Global Vice President, Environment,  
Health, Safety + Sustainability

Stay safe.



With *Growth in Sight*, we look forward to 2024 and beyond as we continue to integrate sustainability into everything we do...



# Company overview

Bausch + Lomb Corporation (Bausch + Lomb) is a leading global eye health company dedicated to protecting and enhancing the gift of sight for millions of people around the world—from birth through every phase of life. Our mission is simple, yet powerful: helping you see better to live better. Our iconic and enduring brand is built on the deep trust and loyalty of our customers established over our more than 170-year history.

We develop, manufacture and market a comprehensive portfolio of approximately 400 products built to serve our customers across the full spectrum of their eye health needs and their lives. As a fully integrated eye health business,



Bausch + Lomb has four business units: Consumer, Pharmaceutical, Surgical, and Vision Care. We provide customers and patients with an established line of contact lenses, intraocular lenses and other medical devices, surgical systems and devices, vitamin and mineral supplements, lens care products, prescription eye-medications and other consumer health products that position us to compete in all areas of the eye health market. We have long been associated with many significant and innovative advances in eye health, and we anticipate 2024 will be one of the most active product launch years in our company's history.

Our headquarters are located in Vaughan, Ontario, and we have an additional corporate office in Bridgewater, New Jersey. We have a significant global research, development, manufacturing and commercial footprint of approximately 13,000 employees and a presence in over 100 countries, extending our reach to billions of potential customers across the globe.

In 2022, we launched our initial public offering and began trading under the ticker “BLCO” on the New York Stock Exchange and Toronto Stock Exchange. Throughout 2023, we navigated this transition while enhancing our position as a leading global eye health company through the delivery of high quality, innovative products. We believe there is further business growth in sight as we continue to serve our customers and strengthen our sustainability programs and practices.

## Our mission, vision and values

Our mission is to help people see better to live better all over the world—that's why J.J. Bausch and Henry Lomb started our company in 1853 and what we still strive for today. Through an unwavering focus rooted in innovation, quality and craftsmanship, we continue to pursue our vision of protecting and enhancing the gift of sight through every phase of life.

Our six core values, known internally as our FOCUS, define what we stand for and how we interact with employees, customers, vendors, shareholders and others:







# Sustainability impacts at Bausch + Lomb

## About this report

Our 2023 Sustainability Impact Report outlines Bausch + Lomb's approach for managing environmental, social and governance matters across our global footprint and the progress made between January 1, 2023, and December 31, 2023.

This report was developed with reference to the Global Reporting Initiative (GRI) standards. Additionally, we report information pertaining to the Sustainability Accounting Standards Board (SASB) standards for Biotechnology and Pharmaceuticals and for Medical Equipment and Supplies.

If you wish to share feedback on this report, please contact us at [corporate.communications@bausch.com](mailto:corporate.communications@bausch.com).

## Our approach to sustainability impact

Bausch + Lomb is committed to implementing, maintaining and enhancing sustainable practices that drive value for our business and our stakeholders—including customers, consumers, eye care professionals, patients, employees communities and shareholders. We believe pursuing sustainable business growth and strong environmental, social and governance performance best positions us to fulfill our mission: helping people see better to live better.

In 2023, we partnered with an independent firm to conduct a double materiality assessment and formally identify the environmental, social and governance topics material to our business. To determine these topics, we leveraged guidance from the European Union's Corporate Sustainability Reporting Directive (CSRD) and the draft European Sustainability Reporting Standards (ESRS), as well as findings from peer benchmarking, other environmental, social and governance standards and frameworks, industry reports, key corporate documents and input from internal and external stakeholders. The 22 topics identified by the assessment informed the content of this report and will be the focus of our governance, environmental and social efforts going forward.



RESULTS OF BAUSCH + LOMB’S DOUBLE MATERIALITY ASSESSMENT, FALL 2023

DIMENSION	MATERIAL TOPIC	MATERIAL IMPACT, RISK OR OPPORTUNITY TYPE			
		Financial Materiality		Impact Materiality	
		Risk	Opportunity	Positive Impact	Negative Impact
Governance	Business Conduct*	■		■	
	Cybersecurity and Data Privacy	■			
	Management of Relationships With Suppliers	■			
	Product Development, R&D, Investment and Innovation			■	
Environment	Climate Change*	■			■
	Energy	■			
	Microplastics				■
	Resource Inflows, Including Resource Use				■
	Resource Outflows Related to Products and Services				■
	Waste			■	■
Social	Compensation and Benefits*		■	■	
	Personal Safety of Consumers and/or End-Users	■			
	Equal Treatment and Opportunities for All (Own Workforce)			■	
	Equal Treatment and Opportunities for All (Workers in the Value Chain)			■	

DIMENSION	MATERIAL TOPIC	MATERIAL IMPACT, RISK OR OPPORTUNITY TYPE			
		Financial Materiality		Impact Materiality	
		Risk	Opportunity	Positive Impact	Negative Impact
Social (Cont.)	Talent Attraction, Engagement and Retention			■	
	Health and Safety (Own Workforce)			■	
	Diversity			■	
	Communities’ Economic, Social and Cultural Rights			■	
	Training and Skills Development (Own Workforce)			■	
	Information-Related Impacts for Consumers and/or End-Users			■	
	Working Conditions (Own Workforce)			■	
	Social Inclusion of Consumers and/or End-Users			■	

**Double Materiality:** Double materiality has two dimensions: impact materiality and financial materiality. A sustainability matter meets the criterion of double materiality if it is material from the impact perspective or the financial perspective or both.<sup>[1]</sup>

**Financial Materiality:** A sustainability matter is material from a financial perspective if it generates risks or opportunities that affect (or could reasonably be expected to affect) the undertaking’s financial position, financial performance, cash flows, access to finance or cost of capital over the short, medium or long term.<sup>[1]</sup>

**Impact Materiality:** A sustainability matter is material from an impact perspective when it pertains to the undertaking’s material actual or potential, positive or negative impacts on people or the environment over the short-, medium and long-term. A material sustainability matter from an impact perspective includes impacts connected with the undertaking’s own operations and upstream and downstream value chain, including through its products and services, as well as through its business relationships.<sup>[1]</sup>

\*Topic is material from both impact and financial perspectives.

[1] [European Sustainability Reporting Standards](#)



## Our approach to sustainability impact

*(continued)*

Defined governance and oversight structures enable us to understand, manage and hold ourselves accountable for our performance across our material topics. At the highest level of our organization, namely the Board of Directors (Board), three committees share responsibility for our environmental, social and governance practices and programs: the Audit and Risk Committee, the Nominating and Corporate Governance Committee and the Talent and Compensation Committee.

- **The Audit and Risk Committee** oversees our compliance and ethics programs, legal and regulatory requirements, independent auditing and the company's compliance with our Code of Conduct;
- **The Nominating and Corporate Governance Committee** oversees Board governance practices, corporate governance policies, management's plans for identification and measurement of short- and long-term sustainability-related objectives for the company and reviews our sustainability impact reporting; and
- **The Talent and Compensation Committee** oversees human capital management programs for talent and succession planning and the processes, policies and governance related to our executive compensation practices.

In its oversight role, the full Board receives regular updates from each of these standing Committees, the Executive Leadership Team (ELT) and additional leadership representatives. The ELT was enhanced in 2023 to bring our commercial business Presidents closer to our CEO as direct reports and enable more visibility to our customers. In addition to the Presidents for Vision Care, Surgical, Pharmaceutical and Consumer business units, the ELT consists of the Executive Vice Presidents for Supply Chain & Operations, Legal, Human Resources (HR), Corporate Development, Finance, Communications and Research & Development (R&D).

The Nominating and Corporate Governance Committee receives a quarterly environmental, social and governance status update that includes progress on the company's sustainability programs. Beginning in 2023, Bausch + Lomb's EHS+S organization, which reports into the Supply Chain & Operations group, maintains responsibility for the functional management of sustainability matters across our business.

We look forward to leveraging our materiality results and enhanced governance structures to continue to drive focused growth and impactful improvements into the future.





# GOVERNANCE

02

## Business conduct

Proper business conduct is a critical part of our culture, influencing every action we take. We understand ethical behavior and compliance with both internal and third-party standards enable us to best serve our customers and consumers, protect our employees, maintain key external relationships and uphold our business reputation and success.

Every Bausch + Lomb employee is responsible for practicing proper business conduct. The Audit and Risk Committee of the Board has oversight of

business ethics and compliance, which includes considering specific business and geographical risks. Our Chief Ethics & Compliance Officer provides quarterly presentations to the Committee on the function's performance against our annual plan; the status of specific programmatic and special initiatives; and the overall effectiveness of the company's compliance program. The Committee also receives quarterly performance updates from our business unit leaders.

In 2023, >99.5% of Bausch + Lomb global employees, including all our senior leaders, completed the required corporate governance training—which covers our anti-bribery, ethics reporting, corporate disclosure and insider trading policies.



## Bausch + Lomb’s Board of Directors

Our Board plays an important role in instilling and advancing business conduct-related best practices at Bausch + Lomb. The Board also provides leadership that drives value and growth in other areas of our business.

Bausch + Lomb’s Board comprises nine independent directors and our Chief Executive Officer and maintains the following committees:

- **Audit and Risk:** Monitors and oversees the integrity of our financial reporting, compliance with our Code of Conduct and legal requirements and our risk assessment process, including cybersecurity, regulatory and compliance risks.
- **Nominating and Corporate Governance:** Nominates qualified and independent directors, recommends competencies the Board should possess and annually reviews our corporate governance approach. The committee also reviews our environmental, social and governance-related objectives and sustainability reporting.
- **Talent and Compensation:** Advises the Board on executive compensation, talent management and succession planning.
- **Science and Technology:** Advises the Board on our scientific strategy and investments in R&D and technology.

The Board has adopted, and reviews on a periodic basis, our Corporate Governance Guidelines.

In 2023, we refined the structure of our Office of Ethics & Compliance to align with the new organizational structure of our four core business units (Consumer, Pharmaceutical, Surgical, and Vision Care), which vary in customer reach, impact, geography and risks and opportunities. Our updated structure now has separate legal and compliance leaders within each business so they can focus on challenges specific to their markets. This change allows us to develop relevant compliance programs and training both on a broad enterprise basis as well as on business unit and local country levels. The reorganization also improves direct accountability for business conduct. While our business unit leads retain oversight of their own divisions, they also collaborate across business units to plan and execute strategic risk mitigation and governance.

We offer both mandatory and supplemental training for our employees to learn about, stay updated on and comply with our policies and expectations related to business conduct. All employees and contractors are required to complete annual training on key corporate governance and compliance policies, including our Code of Conduct, Business Ethics Reporting Policy, Insider Trading Policy and Global Anti-Bribery Policy. We also offer training specific to individual business units and geographic locations.

Bausch + Lomb’s robust [Code of Conduct](#) establishes and reinforces our approach to business conduct and defines our expectations on critical topics, such as conflicts of interest, privacy, confidentiality and anti-bribery. Our Global Anti-Bribery Policy, Insider Trading Policy and Business Ethics Reporting Policy are also important elements of our approach.

We maintain an anonymous, global Business Ethics Hotline for all employees to report suspected violations of our Code of Conduct, corporate governance and compliance policies and applicable laws and regulations, as well as to ask questions and/or seek advice. As part of our “Speak Up” culture, employees are encouraged to report allegations, real or perceived, that may be a violation of our company policies and/or laws and regulations—and we explicitly prohibit retaliation against those who raise concerns. All hotline submissions are reported to, and reviewed by, the Chief Ethics & Compliance Officer as part of our process to investigate allegations, report on findings, identify root causes and oversee implemented corrective and preventative measures. There are also robust guidelines for immediately escalating material finance, accounting and HR matters to the Audit and Risk Committee and appropriate ELT members. Monitoring the nature, root cause, products, geographies and trends associated with hotline submissions is a key tool we use to measure our business conduct performance.



# Cybersecurity and data privacy

Bausch + Lomb has a legal and ethical responsibility to protect the sensitive information entrusted to us by our stakeholders, including customers and employees. Misappropriated data and cyberattacks have the potential to present reputational risks and business interruptions. Accordingly, we employ a combination of active and passive controls to safeguard our systems and data against threats, protect our stakeholders' privacy, comply with evolving regulations and maintain business continuity.

A dedicated team of both cybersecurity and risk management professionals work under the leadership of our Chief Information Officer and Chief Ethics & Compliance Officer to manage our cybersecurity and data privacy initiatives and programs. The broader ELT and the Audit and Risk Committee of the Board provide further oversight and receive quarterly updates. We also maintain focus groups for business functions handling topic-specific cybersecurity items. For any cybersecurity risk that materializes, we activate Incident Response Teams to manage the issue and evaluate our processes for future improvement.

A set of global policies define Bausch + Lomb's standards and procedures for cybersecurity and data privacy management across all our enterprise operations, including throughout our supply and distribution chains. To help ensure our policies and practices are current and effective, we participate in external networks and partnerships to stay abreast of best practices and trends, including:

- **H-ISAC:** The Health Information Sharing and Analysis Center is a global cybersecurity best practice-sharing and threat intelligence network for healthcare stakeholders; and
- **DSAC:** The Domestic Security Alliance Council is a partnership between U.S. government agencies and private companies that enhances communication and promotes the timely and effective exchange of security and intelligence information between the federal government and the private sector.

Employee training is an important element of building our culture of compliance and vigilance. All new hires complete training to familiarize themselves with our cybersecurity program and core data privacy policies as part of a mandatory onboarding plan. We also deploy phishing simulations, distribute email newsletters discussing program developments and offer cybersecurity and data privacy learning exercises to continually

maintain a high level of awareness across our workforce. Any instance of employee engagement with phishing simulations triggers additional training to supplement the involved employee's foundation of cybersecurity knowledge.

Since our initial public offering in 2022, we have aligned our program with the best practices defined by the National Institute of Standards and Technology Cybersecurity Framework. As physical and digital cybersecurity and data privacy threats evolve, we will continue to take steps to strengthen our defensive mechanisms.

Bausch + Lomb has a commitment to cybersecurity and data privacy, continuously adapting to protect stakeholder information and maintain trust in an ever-changing digital landscape.





# Research and development

Bausch + Lomb’s more than 170-year history of serving our customers hinges on our ability to bring innovative, life-changing products to market. As we look to the future, we understand the significance of continuing to drive innovation, both for our customers and for the sustainable growth of our company. The dynamic health care market and diverse patient needs require and encourage us to continuously invest in developing and delivering new and improved solutions.

Bausch + Lomb’s Executive Vice President of R&D and Chief Medical Officer spearheads our R&D efforts, with each business unit lead responsible for developing and evolving products in their markets. Every product-related project is overseen by dedicated commercial and R&D employees, with

further support and representation from our business functions—including Global Regulatory Affairs, Global Clinical Operations, Global Medical & Scientific Affairs, Innovation & Early Development, Global Program & Portfolio Management and Global Pharmacovigilance & Risk Management. Incorporating these functions in every R&D project helps us to evaluate and make well-informed decisions on product-related risks and opportunities by considering multiple business perspectives. When critical risks and opportunities do arise, including those related to product sustainability, they are escalated to the heads of each business unit and our governance boards for resolution. On occasion, certain items will be raised to our ELT for decision-making.

Our customers’ needs and expectations are the compass for all of our R&D efforts. To ensure our customers are satisfied, we strive to involve them in each stage of product development through mechanisms such as onsite prototype testing and feedback, advisory boards, research initiatives, user studies and more.



We collect numerous metrics to understand our R&D performance. In addition to monitoring the number of products launched, we also track the proportion of sales generated from products launched in the previous five years, how fast we are moving products into the late stages of development and the amount we spend on innovation, among others. In 2023, we focused on utilizing portfolio analytics to understand

which products are most valuable to our customers and our business so we can continue to invest in these solutions in the future.

We are proud to develop products that make a difference in our patients' lives. Having a robust R&D process and pipeline allows us to expand our business, which in turn enables us to serve a larger number of customers and meet a wider variety of unmet needs.



## Innovating to improve vision and comfort with dry eye solutions

Contact lens wearers often suffer from dry eye disease, which occurs when eyes do not produce enough tears. Dry eye disease can cause symptoms ranging from stinging and burning to irritation and blurred vision. In 2023, Bausch + Lomb launched multiple products aimed at alleviating dry eye symptoms for our patients.

In the United States, our new INFUSE® Multifocal silicone hydrogel daily disposable contact lenses directly address dry eye symptoms that multifocal contact lens wearers with presbyopia often face. Nearly 80% of people between the ages of 45 and 55 in North America experience presbyopia. Of this population, 70% report experiencing dryness during lens wear. Recognizing this is a significant issue for many people as they age, we took the opportunity to advance multifocal lens technology and improve lens transitions across near, intermediate and distance vision while helping to minimize contact lens dryness. After surveying customers who tested the new INFUSE® Multifocal contact lenses, we found that 90% of presbyopic patients felt they could effortlessly move between various tasks that require a different depth of field throughout the day. Eye care professionals also reported INFUSE® Multifocal lenses were easy to fit for 99% of patients.

In 2023, we also launched MIEBO® eye drops, which target tear evaporation to reduce dry eye. As the only prescription eye drop targeting the leading cause of dry eye, MIEBO® alleviates the dryness that contact lens wearers often experience.

Successes such as these highlight the importance of R&D efforts in helping our customers see better and live better.



## HIGHLIGHT

### Key products launched in 2023

In 2023, we launched many innovative products across our business. Examples include:

#### VISION CARE

- **Bausch + Lomb INFUSE® Multifocal Silicone Hydrogel Daily Disposable Contact Lenses:** Address the dynamic vision needs of patients with presbyopia by delivering clear vision with seamless transitions across near, intermediate and distance vision while helping to minimize contact lens dryness.

#### CONSUMER

- **LUMIFY Eye Illuminations™:** A line of hypoallergenic specialty eye care products scientifically developed to cleanse, nourish and brighten the sensitive eye area without irritation.

- **PreserVision® AREDS 2 Formula Eye Vitamins with CoQ10:** Provide the clinically- proven formula of nutrients that help reduce the risk of progression of moderate to advanced age-related macular degeneration, per the National Eye Institute's recommendation, with CoQ10, a nutrient shown to help support heart health.
- **Biotrue® Hydration Boost Contact Lens Rehydrating Drops:** The first and only preservative-free contact lens rehydrating drop in a multi-dose bottle that is specially formulated with naturally inspired ingredients to provide up to eight hours of added moisture.

#### PHARMACEUTICAL

- **MIEBO® Eye Drops:** The first and only prescription eye drop approved for dry eye disease that directly targets tear evaporation.

#### SURGICAL

- **SeeLuma™ Fully Digital Surgical Visualization Platform:** Provides ophthalmic surgeons with a new level of visualization compared to optical, hybrid and retrofitted microscopes.
- **enVista® Aspire Intermediate Optimized Monofocal and Toric Intraocular Lenses:** Combines novel optics, which are designed for a broader depth of focus, with the proven benefits of the enVista platform to address patients' vision needs in today's modern, digital world.
- **SeeNa™ Optical Biometry and Topography System:** An ophthalmic diagnostic system for refractive cataract patients that is fully integrated with Bausch + Lomb's Eyetelligence™ surgical planning software to help streamline surgical planning and information flow.
- **StableVisc™ Cohesive Ophthalmic Viscosurgical Device and TotalVisc™ Viscoelastic System:** Provide eye surgeons with new options for dual-action protection during cataract surgery.



# Supplier engagement

As a Consumer, Pharmaceutical, Surgical, and Vision Care company, our supply chain's performance and resiliency are core to our business model. The suppliers we partner with have the potential to impact our product quality, environmental footprint, business continuity and overall reputation. We believe collaborating with responsible suppliers helps minimize the likelihood of business interruptions and risks and best equips us to deliver life-changing products to our customers.

Supply chain initiatives are managed by our Global Product Supply (GPS) organization, led by the Executive Vice President and Chief Supply Chain & Operations Officer. GPS' purview includes manufacturing, warehouse and distribution, demand and supply planning, EHS+S and procurement. Our GPS function monitors our supply chain and quality systems and conducts weekly reviews with senior leadership while providing quarterly reports to the Board.

Given the importance of supply chain security, we have implemented a robust screening to identify direct material suppliers who are aligned with our values. Our vendor screening process requires potential partners to submit quantitative and qualitative data spanning their management systems, sourcing practices, product quality, EHS+S efforts, protection of human and workers' rights and more. Completion of the direct material supplier questionnaire is followed by an onsite audit. Once onboarded, we monitor our direct suppliers' conformance with our expectations pertaining to environmental and social practices as well as cost,


quality and timeliness. This information helps us to identify and partner with reputable companies with whom we can build long-lasting, mutually beneficial relationships.

Beyond direct material supplier screening and engagement efforts, our Code of Conduct and other key policies govern our interactions with and expectations of our supplier base. The Code of Conduct outlines our commitment to carrying out business activities in compliance with human rights laws globally and adhering to the basic human rights principles outlined in the United Nations Universal Declaration on Human Rights. It also highlights our commitment to reducing the environmental impact of our operations. We extend these expectations to our suppliers in our Purchase Order Terms and Conditions, which state suppliers must also comply with Bausch + Lomb's Code of Conduct. Additional key policies that establish standards for suppliers include our:

- **Procurement Policy:** Outlines our internal process for evaluating, selecting and sourcing suppliers;
- **Supplier Management Directive:** Guides how we onboard and assess new direct material suppliers and evaluate them on an ongoing basis; and
- **Legal Manufacturer, Manufacturing and Distribution Quality Agreement:** Defines the commitments that ensure products and services satisfy quality and regulatory requirements.

We track various metrics to help us understand, assess and improve supply chain sustainability and performance. In addition to key performance indicators (KPIs) pertaining to quality, cost and timeliness, we report on the quantity of suppliers we assess and screen for environmental and social impacts and the number of negative impacts

identified. As we continue on our sustainability journey and as global reporting and supply chain regulations evolve, we plan to enhance our data collection efforts to further increase transparency and better understand the impacts we have via our supply chain.



“

When a third party conducts business on our behalf, we are accountable for their actions and for ensuring they operate at the same level of transparency and integrity as we expect of our own employees.

BAUSCH + LOMB CODE OF CONDUCT





# ENVIRONMENT

03

## Global governance, principles and policies

As an international company with a large global presence, we have a responsibility to minimize the impacts of our resource use, waste generation, energy consumption and associated GHG emissions. Effective governance and management of our environmental footprint are important to our stakeholders, including customers, employees, regulators and business partners. In alignment with our company values and history, we aim to continuously improve our performance for the well-being of our business, our communities and our planet.

We strive to promote a culture of environmental stewardship at all levels of our organization. Our global EHS+S function is responsible for environmental practices and performance across the business, with additional oversight from the Board. At the site level, an EHS+S manager ensures facility operations comply with internal and external policies, procedures, regulations and standards. We maintain more than 30 corporate EHS+S policies, which govern our procedures for preventing negative impacts, auditing our actions and reporting on our performance.

The EHS+S team continues to focus on monitoring, managing and improving performance against key environmental metrics, particularly in relation to Fuel, Energy, Water and Waste (internally referred to as FEWW). In 2023, we enhanced our centralized EHS+S data management system to track more granular data points, which will allow us to have deeper insights on our performance and improve

alignment with external sustainability impact reporting frameworks such as GRI and SASB. Additionally, we encourage all our global sites to create customized sustainability goals and initiatives that will improve operations while preserving, protecting and sustaining their local environment and communities.



Internal compliance auditing programs and voluntary external certifications are key elements of enabling and maintaining environmental best practices. Corporate and site-level EHS+S representatives conduct periodic audits to ensure

compliance with regulations and internal policies. Third-party external audits of our management systems are also performed as part of our voluntary certifications, which speak to the robustness of our processes and procedures.



We maintain ISO 14001: 2015 and Eco-Management and Audit Scheme (EMAS) certifications at 14 of our manufacturing and distribution sites globally. In 2023, our Woodruff, South Carolina, distribution center earned its ISO 14001: 2015 certification.

# Energy, GHG emissions and climate change

To minimize contributions to climate change, Bausch + Lomb is committed to reducing GHG emissions across our business. Some of the primary ways we do this include purchasing renewable energy and generating clean energy on-site. For example, our Waterford, Ireland, site participates in an opt-in plan to purchase renewable electricity from the grid. In 2023, 96.4% of the purchased electricity at this location was renewable. Our Rochester, New York, site also benefits from renewable energy, which is purchased from the grid that has the cleanest fuel mix and lowest CO<sub>2</sub> emission rate in the U.S.<sup>[1]</sup> In 2023, we installed

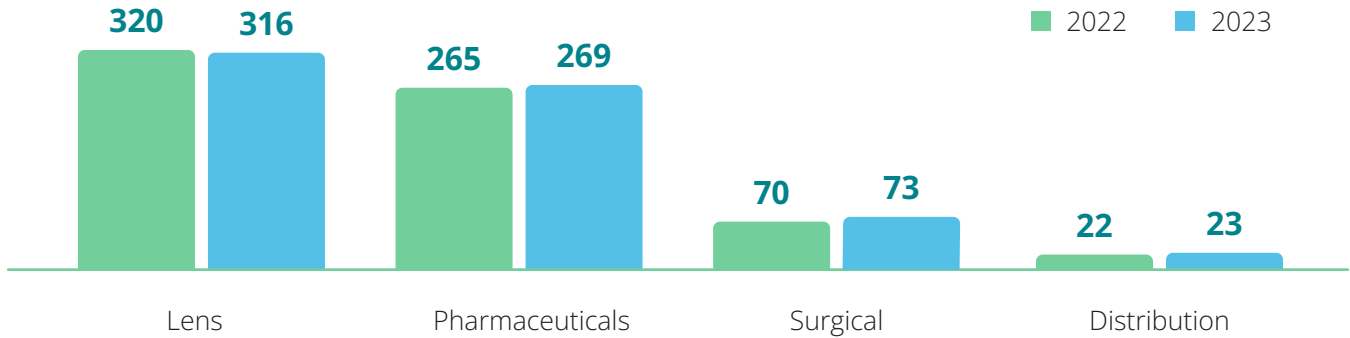
roof-mounted solar panels at our Munich, Germany, site and generated nearly 70 MWh of electricity. Our existing solar arrays in Rochester and Aubenas, France (which were expanded in 2023 to produce an additional 200 MWh of solar energy), continue to generate and supply renewable energy to these locations.

Also in 2023, we began construction on our second combined heat and power (CHP) plant at our Waterford location. Upon completion in 2024, the new CHP plant is expected to produce 3.3 megawatts of electricity in addition to our current CHP plant.

[1] <https://www.epa.gov/egrid/power-profiler#/NYUP>, accessed 3/14/2024.

Bausch + Lomb’s total on-site solar energy generation in 2023 was 1,709,000 kWh.

ELECTRICITY CONSUMPTION PER BUSINESS UNIT (TERAJOULES)<sup>[2][3]</sup>



[2] 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of previous year monthly values as not all current year monthly values were available at the time of disclosure.  
[3] 2022 ESG Report stated 326 terajoules for Lens, 268 terajoules for Pharmaceuticals and 67 terajoules for Surgical.



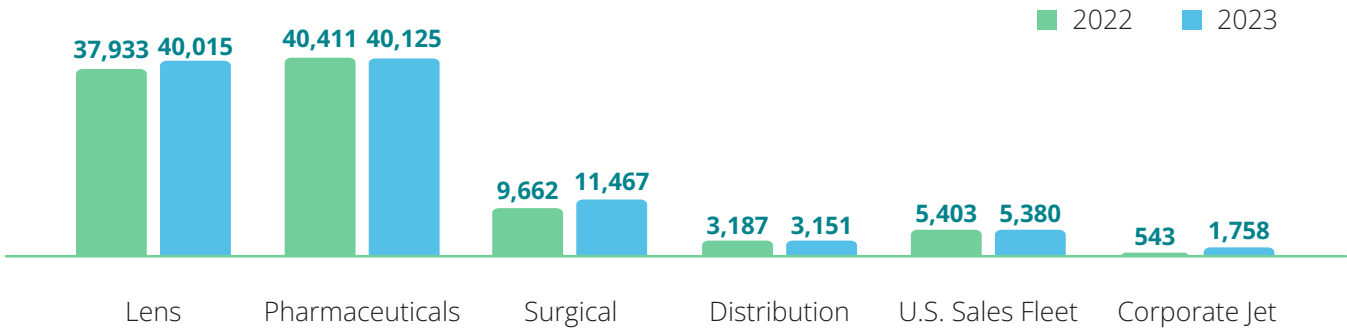
We also prioritize energy efficiency as a means to reduce overall energy consumption and associated GHG emissions. Efforts to adopt more energy-efficient practices and technologies include:

- Using newer, more energy-efficient systems that consume less power and generate less heat. With updated information technology equipment, our Kingston, U.K., data center reduced its energy requirement by 120 kilowatt hours per day, which is approximately \$45,000 saved in annual power consumption costs.
- Installing submeters at our sites in Tampa, Florida, and Rochester to leverage data on energy usage to further improve our energy management.
- Conducting energy audits at all of our sites throughout 2022 and 2023 and implementing changes based on recommendations from third-party auditors.

- Maintaining ISO 50001: 2018 Energy Management System certifications at our Rochester and Waterford sites.
- Replacing traditional lightbulbs with LED bulbs to reduce energy usage and increase the amount of time between replacement cycles.

We understand the importance of measuring and tracking our energy use and GHG emissions to create an effective roadmap for emissions reductions. In 2023, we made our second submission of climate and emissions data to [CDP](#), a nonprofit organization that helps companies disclose their environmental impacts. In addition, we closely monitor and disclose our Scope 1 and 2 emissions and continue to explore ways to begin reporting our Scope 3 emissions.

SCOPE 1 AND SCOPE 2 MARKET-BASED GHG EMISSIONS PER BUSINESS UNIT (METRIC TONS CO<sub>2</sub>e)<sup>[1][2][3]</sup>



[1] 2022 Scope 1 mobile emissions include site mobile combustion (13 out of 26 sites), corporate jet and U.S. fleet of sales vehicles. 2023 Scope 1 mobile emissions include mobile combustion from site vehicles (7 out of 26 sites), corporate jet and U.S. fleet of sales vehicles.

[2] Scope 1 and Scope 2 emissions include 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of previous year monthly values as not all current year values were available at the time of disclosure.

[3] 2022 ESG Report stated 38,011 metric tons CO<sub>2</sub>e for Lens, 49,183 metric tons CO<sub>2</sub>e for Pharmaceuticals, 9,925 metric tons CO<sub>2</sub>e for Surgical and 3,611 metric tons CO<sub>2</sub>e for Distribution.





# Resource use and circular economy

## Resource inflows

Bausch + Lomb relies on a broad range of resources to manufacture and bring our lens, pharmaceutical and surgical products to market, which include the raw materials, property and equipment utilized in our operations and upstream value chain. As part of our commitment to corporate responsibility and environmental stewardship, we strive to understand and mitigate the impact of resource consumption and product end-use on the environment.

Efforts to prioritize sustainable qualities in the materials and processes required for our products begin in R&D, where project leads are empowered to raise sustainability considerations to our governance boards and business unit heads for their input on new or adjusted approaches. We also consider environmental impacts in our sourcing and supplier selection process. New direct material suppliers are required to report on their efforts to manage energy, water, waste, sustainable procurement, sustainable design and external EHS+S certifications, among

other criteria. We conduct audits of our direct material suppliers at the start of a new relationship and as needed to ensure conformance with our standards and expectations. Additional details on supplier engagement are available in the [Governance section](#) of this report.

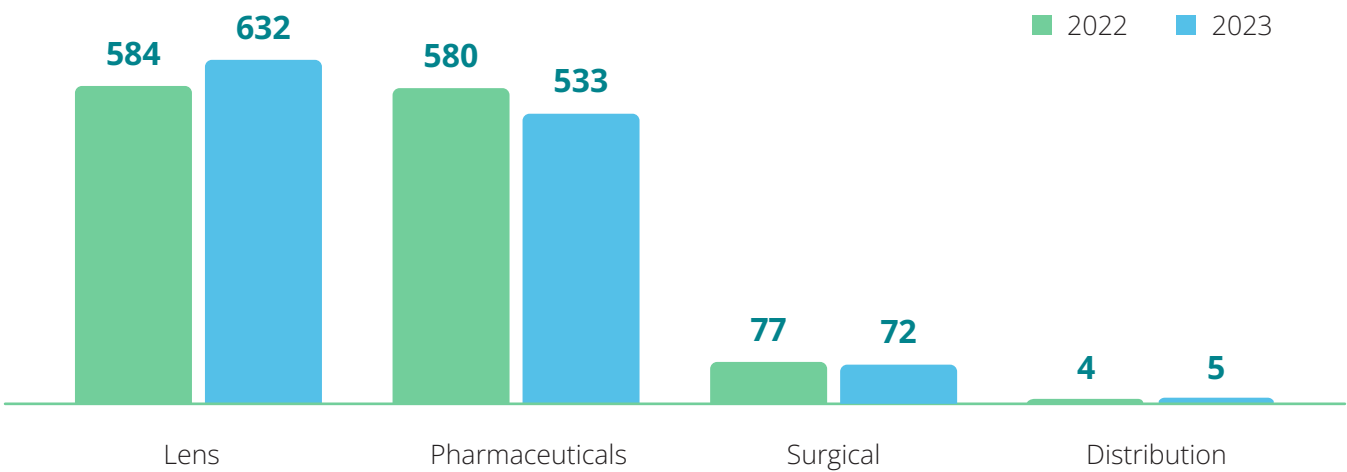
Plastics and microplastics generated in our production processes or used in our products (such as disposable contact lenses) are a crucial area of focus for us. Due to health and safety regulations, we must use virgin plastic in most of our products. Looking forward, we plan to further assess the environmental impacts of our contact lens products to ensure sustainability is a key consideration in future offerings. Through a refreshed product

lifecycle assessment, we will analyze the materials and manufacturing process required of the lens and the packaging in which the lenses are distributed. Conducting this research will allow us to identify where we can adjust our product material inputs, such as where reusable/recyclable materials can be incorporated in the production process and packaging.

Water is also an important resource in our production processes and products, and we strive to responsibly manage our water consumption and use. For example, our Aubenas site installed a new autoclave with water recirculation, which reduced water consumption by 90% in this operation.



WATER CONSUMPTION PER BUSINESS UNIT (MEGALITERS)<sup>[1][2]</sup>



[1] 24 out of 26 sites are included.  
[2] 2022 ESG Report stated 26 megaliters for Surgical and 635 megaliters for Lens.





## Resource outflows

Just as we consider resource inflows, we also understand the acute importance of responsibly managing the materials and wastes that result from our production processes and product use. Bausch + Lomb has an opportunity to support a circular economy by prioritizing the reuse and recycling of materials in our facilities and the recyclability of our goods and packaging.

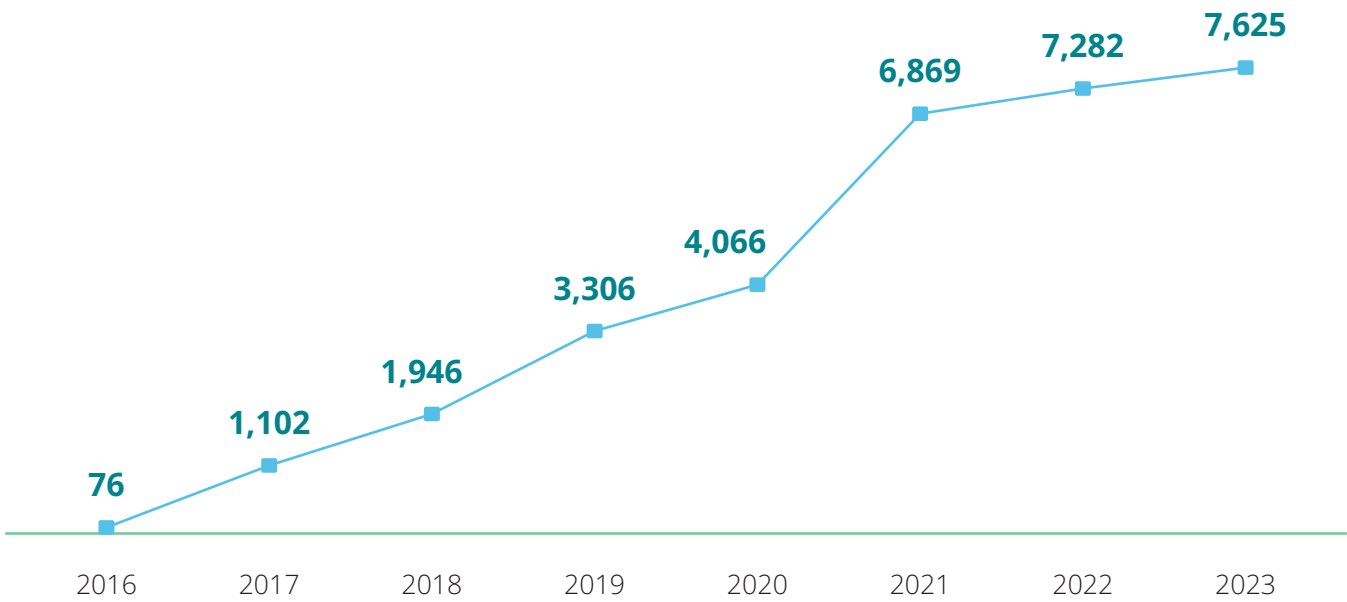
Through our ISO 14001: 2015 certifications, EMAS Environmental Management Systems and UL 2799 Zero Waste to Landfill commitments, we strive to decrease waste resulting from our operations and production activities. We emphasize recycling at our sites and continually look for additional opportunities to responsibly manage waste. Site specific initiatives include:

- Wood pallet recycling at our Rochester site, through which wood pallets are collected and shredded to create animal bedding in partnership with Willow Creek Farm. In 2023, more than 2,000 pounds of wood pallets were diverted from landfill.
- Food-waste composting through the cafeteria vendors at our Rochester and Bridgewater sites.

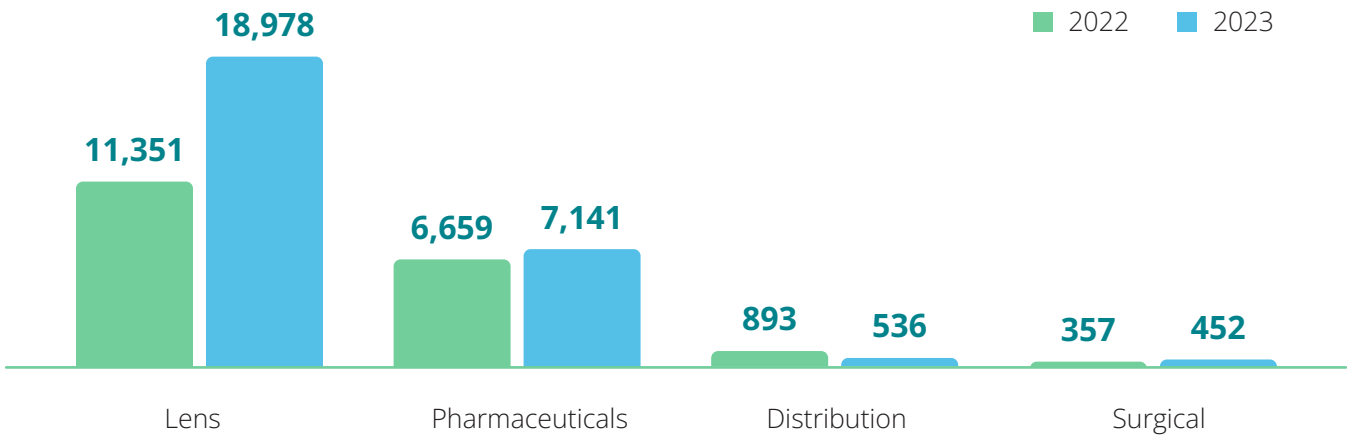
- Piloting a computer-based validation software as an alternative to paper records at our Greenville, South Carolina, location. The site saved an average of almost 22,000 sheets of paper in the first few months of the initiative.
- Since 2015, our St. Louis, Missouri, sites have annually recycled at least 270,000 pounds of cardboard and plastics and 18,000 pounds of electronic waste. These sites are continuing to reduce incoming cardboard by working with a high-volume component supplier to reduce the upstream waste at the origin.

We recognize our products also contribute to waste in the customer use phase, most often in the form of product packaging. With increasing expectations and regulations regarding Extended Producer Responsibility, we are collecting packaging data for our products to better understand our impact and inform packaging design changes. One industry-wide initiative is reducing printed instructions for use (IFUs), which are required for some surgical products. Instead of utilizing printed sheets of paper, this information can be made available electronically as a QR Code to reduce material use and waste. We have gained regulatory approval to launch electronic IFUs for a number of products and hope to expand this initiative in the future.

NUMBER OF EYE CARE PROFESSIONALS (ECPS) PARTICIPATING IN THE BAUSCH + LOMB ONE BY ONE RECYCLING PROGRAM



WASTE GENERATION PER BUSINESS UNIT (METRIC TONS)<sup>[1][2]</sup>



[1] Weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.

[2] 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.

Bausch + Lomb is proud to offer eye care professionals, patients and consumers the ONE by ONE and Biotrue® Eye Care recycling programs, which are the first and only contact lens, eye care and lens care recycling programs in the United States. Contact lenses, eye care and lens care materials are not typically processed in standard recycling facilities due to the small size and the type of plastic used. As a result, they can end up in landfills or waterways. We created the ONE by ONE program and later extended our efforts with the Biotrue® Eye Care recycling program to provide eye care practitioners and their patients with a way to properly recycle these used materials. These award-winning programs strive to keep recyclable plastic and aluminum packaging out of our environment—and as of December 2023, the recycling programs have collected approximately 80 million units, or about 480,000 pounds, of used contact lenses and eye care and lens care materials.

In addition to the ONE by ONE and Biotrue® initiatives in the United States, Bausch + Lomb has a similar contact lens recycling program in Canada called Every Contact Counts. Since 2019, the program has collected and diverted 3,500,000 contact lenses and blister packs, weighing more than 47,359 pounds, from landfills.

Monitoring waste generation across each of our business units helps us to understand our performance and where we have opportunities for improvement. We track metrics such as total waste generated and waste diverted or waste disposed, among others. In 2023, we enhanced waste-related data collection to capture more granular categories of generated waste. We are committed to making these kinds of continuous improvements through innovative partnerships, company-wide programs and site-level efforts.

Bausch + Lomb’s ONE by ONE and Biotrue® Eye Care programs were recognized as 2023 Sustainability Award winners by Business Intelligence Group in the category “Sustainability Service of the Year.”





# SOCIAL

## Employee health and safety

Safety is a top priority, a core value and an important part of our culture. Our EHS+S programs aim to minimize workplace illness and injury and ensure employees feel safe, healthy and fulfilled to perform well at work each day. Strong health and safety practices also support business continuity and compliance with applicable government-mandated regulations.

Our EHS+S organization is responsible for managing health and safety, which includes routine reporting on our performance to our Board. All our manufacturing and distribution sites employ EHS+S managers who foster a culture of safety tailored to individual site needs, including compliance with

local regulations and site-specific standards and procedures. At our larger U.S. manufacturing sites, and where required by regulation, occupational health nurses support colleagues’ daily medical needs, compliance program-required medical surveillance and the implementation of physical well-being programs. All sites and employees are supported and guided by more than 30 corporate EHS+S policies and standards, which outline our procedures for preventing, auditing, reporting and responding to health and safety issues.

Beyond our internal policies and procedures, we maintain ISO 45001: 2018 Occupational Health and Safety Management System certifications at 14 of our sites. In 2023, several sites conducted third-party ISO 45001: 2018 audits, which resulted in no findings relating to health and safety performance.

We also routinely conduct internal and external audits to support both regulatory compliance and industry best practices. In 2023, our sites prioritized conducting Industrial Hygiene Qualitative Exposure Assessments to identify site- and task-specific risks. Our sites have already begun the process of implementing changes and will continue to address remaining identified risks throughout 2024.

When incidents and/or near-misses do occur, employees are required to report them immediately to management or via employee Safety Observation programs to ensure both corrective and preventative measures are implemented. These occurrences, as well as the measures taken, are documented in our health and safety management system. Further, incidents are communicated between sites to raise awareness and share lessons learned with the aim to mitigate future instances.



## Bausch + Lomb Site Excellence Awards

Bausch + Lomb distributes Site Excellence Awards annually to recognize manufacturing sites and distribution centers that practice our guiding principles and core values to achieve daily operational excellence. Sites are selected based on criteria such as safety related KPIs, safety performance improvement and site engagement, among other indicators.

In 2023, our **Jinan, China**, site received the Large Manufacturing Site Excellence Award. Jinan was recognized for energy enhancements and the advancement of health and safety programs yielding positive improvement in areas such as overall equipment effectiveness.

**Bescon, Korea**, was awarded the 2023 Small Manufacturing Site Excellence Award for its utilization of tools linking to process improvement, including achieving a DAR of 0 through the joint efforts of all employees.

Our **Beijing, China**, distribution center received the final 2023 Site Excellence Award. In recent years, the site has focused on enhancing operational efficiency and ensuring customer satisfaction in the face of system-wide changes as a result of COVID-19. This included enforcing timely action to comply with rapidly evolving local regulations on health and safety. As a result, the site achieved a Quality Performance Indicator (QPI) overall rating of 100% in 2022.

We emphasize the importance of our health and safety practices via site-specific training programs and more widely through our global learning management system. Employees comply with mandatory training requirements established by the countries in which we operate, in addition to participating in the trainings we offer—which cover topics such as equipment safety, personal protective equipment, electrical hazards, proper incident reporting and material handling. In 2023, 97% of our manufacturing and distribution employees in GPS completed health and safety training applicable to their job responsibilities. Additionally, 78% of all employees, inclusive of GPS employees, completed training on health and safety-related topics.

We monitor and evaluate health and safety performance through both company-wide and site-specific goals and key metrics. Each year, we establish enterprise-wide areas of focus, for which every site creates corresponding goals catered to its individual needs. At the company level, we have set a Not-to-Exceed Days Away from Work Rate (DAR) goal of 6, which we achieved in 2023 with a corporate DAR result of 6. Additionally, there were no reports of health and safety issues via our ethics and compliance hotline.





# Talent attraction, engagement, retention and development

## Talent attraction, engagement and retention

Attracting, engaging, developing and retaining talented employees is critical to cementing our position as a top eye health company. Our talent management programs are designed to foster an environment where employees build enduring careers with the organization and contribute fully to our collective mission while also leading balanced lives. This includes offering competitive

compensation, holistic benefits and fair working conditions. Initiatives that pertain to talent attraction, engagement and retention are managed by our HR organization with oversight from the ELT and the Talent and Compensation Committee of the Board.

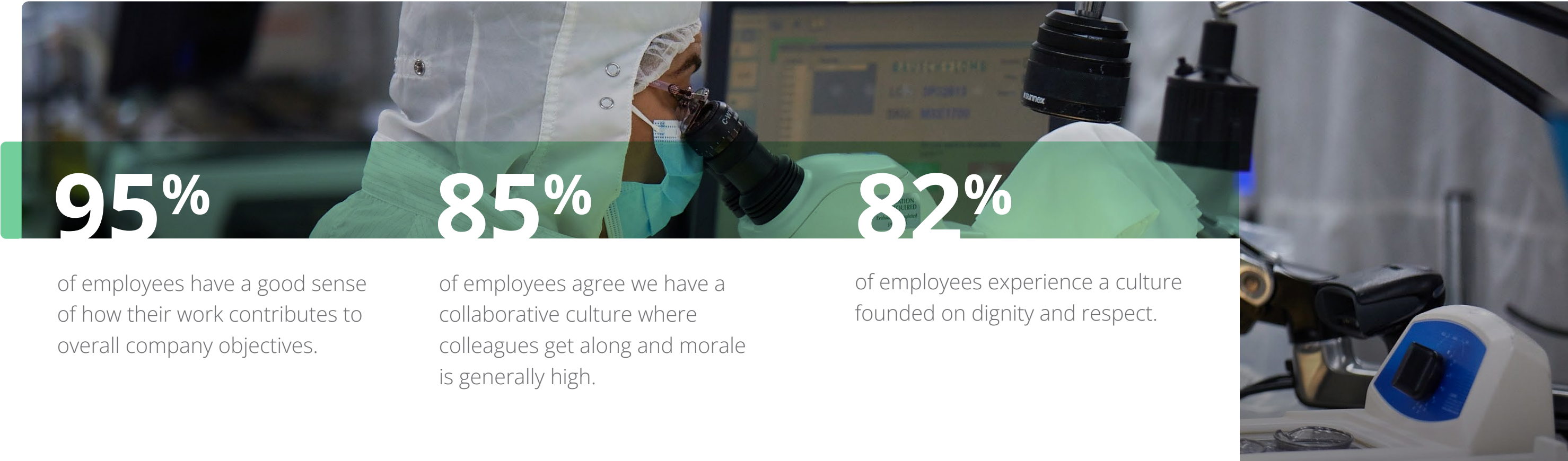
Our talent acquisition strategy is anchored by the specific needs of our business. Our approach includes building relationships with external recruitment organizations and engaging in the communities where we operate. In the United States,

we held or attended 65 job fairs and recruitment events in 2023 to connect with prospective talent and highlight opportunities within the company. Diversity, equity and inclusion (DE&I) are also important considerations in our recruitment efforts, which is communicated to the recruiters who support our hiring processes.

The HR team utilizes multiple forums to engage colleagues and offer opportunities for their voices to be heard. This includes employee surveys,

listening sessions, learning and development offerings, community engagement initiatives and rewards and recognition programs. The results of our most recent Employee Engagement Survey, which was conducted in 2022 and received input from more than 9,500 employees, continue to inform our efforts to engage and retain talent. Overall, the results were positive and reinforce the commitment we have made to building a culture of engagement.

### EMPLOYEE ENGAGEMENT SURVEY HIGHLIGHTS



## Employee Town Hall Series

CEO Brent Saunders holds global, all-employee town hall meetings several times a year to provide business updates, acknowledge wins and foster a united company culture. Several thousand employees around the world join the meeting in-person, live online or via video replay.

In addition to the Employee Engagement Survey, the ELT and HR team track a variety of metrics to understand and improve our performance related to human capital, including headcount, attrition rate, reports of workplace misconduct and participation in workforce engagement initiatives. Company leaders work in partnership with HR to formulate and deploy action plans to address identified opportunities for improvement. In 2024, Bausch + Lomb plans to conduct another Engagement Survey to build on the themes highlighted in 2022 and address new themes that may emerge.

Compensation, benefits and working conditions are an important part of our talent attraction, engagement, development and retention efforts. We routinely review our holistic pay and benefits package to ensure we are rewarding employees in line with market expectations. We strive to offer best-in-class benefits that support employee well-being. Our benefits package includes generous paid time off, leave options and flexible working arrangements for eligible employees.

In 2023, we announced a new 401(k) match to help employees save for retirement while simultaneously paying student loan debt. New benefits in 2024 include the introduction of lifestyle spending accounts to reimburse health and well-being-related expenses, such as exercise equipment, nutrition counseling, fitness classes and sleep support. We also expanded our parental leave policy to extend this benefit to all full-time employees, including those who have been with the company for less than one year.

As we continue our journey as an independent company, we believe maintaining a positive work environment and providing competitive compensation and benefits will be key tools for attracting, engaging and retaining top talent who are committed to our mission.

## Learning and development

Our commitment to continuous improvement is reflected in our values. Accordingly, we offer development opportunities for all of our employees and encourage them to refresh and expand their skillsets. We focus on learning and development because the quality of our products, our ability to serve our customers and our overall business success are dependent on the skills and capabilities of our workforce. Learning and development initiatives are a component of human capital management, which is led by HR with oversight from the ELT and the Talent and Compensation Committee of the Board.

Learning and development opportunities exist throughout each employee's tenure. Upon joining the company, new hires are required to complete a course of generalized and function-specific training to support their onboarding. Beyond this initial training, everyone is offered access to the company's development guide, which contains additional actions, activities and workshops connected to our competencies in support of continuous learning and advancement.

Our employees also have the opportunity to create an Individual Development Plan, which guides personal and professional development and helps employees reach their short- and long-term professional goals. People managers support development plans and utilize them as a tool for fostering a constructive dialogue with their direct reports throughout the year and to discuss opportunities for growth and improvement. In 2023, we introduced learning playlists as an additional resource to support employee growth. The playlists cover topics such as goal setting and development planning and aim to streamline the process of easily finding useful development resources.





As we expand our offerings, we are proud to continue delivering Global Learning and Development Programs that are designed to support the growth of future leaders at different stages of their careers. These long-standing programs include:

- **Frontline Leader Impact Program:** A multi-week leadership development program to support transitions into new roles. Core topics range from the role of the manager, transition to leading others, communications, coaching, delegation, DE&I, employee development, interviewing, performance management, recognition, interviewing and well-being.
- **Emerging Leaders Program:** A nine-month leadership development program, including monthly virtual workshops, independent course work, support from business leaders (cohort leads), individual development planning, networking and an action-learning capstone project.
- **Exec Online Program:** This program partners with elite business schools to deliver impactful virtual learning experiences. Participants experience live and recorded video lectures and earn business school certificates. Real-world projects drive impact and enable visibility.
- **Business Leadership Excellence:** A program for experienced people managers that focuses on higher-order people leadership skills and developing leaders who can coach individuals and teams, execute strategy and drive engagement and well-being.
- **Mentoring Program:** A program that pairs mid-level diverse mentees with senior mentors who inspire, motivate and support professional growth and career success. The program includes monthly meetings with a mentor, creation of a mentoring action plan, coaching and networking.



## Feedback from Development Program Participants



Really enjoyed the program. Very useful job aids and references to be able to utilize and reference in the future. The interactive design of the program helped with building new relationships.

FRONTLINE LEADER IMPACT PROGRAM PARTICIPANT



Great program and very happy to have participated. Exceeded my expectations! My cohort group was fantastic—lots of sharing and participation.

EMERGING LEADERS PROGRAM PARTICIPANT



# Diversity, equity and inclusion

We believe supporting DE&I helps our employees bring their best self to work every day. We celebrate diverse contributions to our business and strive to cultivate a working environment centered on trust, respect and belonging for all. The company's global DE&I strategy establishes four pillars that are central to our approach: attract, belong, promote and influence.

Our DE&I Council maintains responsibility for this strategic framework, providing updates to and receiving oversight from the Nomination and Corporate Governance Committee of the Board. In 2023, we began a process to refresh DE&I Council membership to introduce new perspectives. We look forward to appointing new senior leaders to advance the program in 2024.

Our approach to human capital management incorporates DE&I initiatives to attract and retain employees of diverse identities. We consider multiple dimensions of diversity, including race, ethnicity, veteran status, disability, age, sexual orientation and gender when building a diverse and inclusive workforce. We also uphold principles of nondiscrimination and equal employment reporting to ensure candidates of all backgrounds are equally valued in our talent recruitment and management programs.

Within the company, Employee Resource Groups (ERGs) support employees of many different backgrounds. We are proud of how our ERGs have continued to grow and evolve in recent years. In 2023, more than 500 employees were members of at least one ERG. We will encourage even greater participation in the future.

## Bausch + Lomb's Employee Resource Groups



**ASIAN HERITAGE NETWORK**

Committed to creating networking opportunities, raising the overall awareness of Asian culture and community and supporting recruitment, development and retention.



**BLACK AND AFRICAN HERITAGE NETWORK**

Cultivating an environment to empower, inspire and maximize the potential of people of Black and African descent through resources and engagement while serving the communities where we live and work.



**LGBTQ+ NETWORK**

Celebrating the community of lesbian, gay, bisexual, transgender and queer employees and providing them with the resources needed for growth and development.



**WOMEN'S INCLUSIVE NETWORK**

Championing the hiring, development, well-being, retention and career opportunities of women to help empower achievement of personal and professional aspirations.



**MILITARY AND VETERAN NETWORK**

A forum for networking, continuous learning and engagement that positively impacts our organization and promotes diversity and retention while supporting the military and veteran community.



In 2023, following the successful completion of a targeted pilot in the prior year, our HR team worked with the DE&I Council to launch a mentorship program designed to increase mid-career development for diverse team members. HR representatives and senior business leaders considered feedback from talent reviews and succession planning to identify global participants from across functions. We engaged an external consultant to facilitate three workshops: one for mentors, one for mentees and a joint session to walk through program goals, roles, success factors and potential obstacles. Participants also received support materials including monthly suggestions for shared reflections, new topics to discuss and tips on keeping their commitments. The program is anticipated to almost double in size in 2024.

The DE&I Council has also identified several other objectives to achieve progress across the pillars that are the foundation of our strategic framework. The DE&I Council and people leaders throughout our organization will continue to track representation of our full-time workforce by function and level of seniority. We also consider the diversity of new hires and former employees to understand our DE&I efforts in the context of hiring and retention. This data helps track the efficacy of the current strategic initiatives and informs the future evolution of the company's framework.

## Bausch + Lomb's Four Pillars of Equity



### ATTRACT

**Attract and hire new diverse talent into the company.**

We leverage the networks and resources of third-party partners, including consultants, agencies and associations to attract talented candidates from a variety of backgrounds. We provide guidance on our DE&I priorities to our consultant partners to encourage diverse applicant pools.



### BELONG

**Ensure all employees feel respected and able to be successful.**

We seek to cultivate a culture of belonging through our monthly DE&I educational series. Each month focuses on a new topic that reflects the events or issues that are most important to our employees. While educational in nature, this series is designed to be interactive and engaging. In 2023, programming included events to celebrate Black History Month, International Women's Day, Memorial Day, PRIDE Month, Hispanic Heritage Month and more. Additional topics covered included Accessibility, Allyship and Breast Cancer Awareness.



### PROMOTE

**Ensure all diverse talent has the same opportunities for advancement.**

We are focused on increasing the rate of advancement of female and underrepresented employees. We believe growing the representation of diverse individuals in manager and director roles will contribute to a stronger, more equitable and more diverse workforce for years to come.



### INFLUENCE

**Catalyze equality as a whole.**

Our commitment to DE&I must extend beyond our business and company offices and include our relationships with community members and business partners. We are committed to growing philanthropic partnerships to maximize the organization's positive impact.

# Customer and patient well-being

## Product quality and safety

Customers, patients and consumers rely on our products and place their trust in our ability to support their needs. Accordingly, product quality and safety are foundational to helping our patients see better and live better. In addition to patient satisfaction, product quality and safety are critical to maintaining compliance with applicable laws and regulations and ultimately our license to operate.

Our Chief Quality Officer (CQO) is responsible for oversight of Bausch + Lomb's quality and compliance program. Each business unit maintains a head of quality who reports to the CQO. In turn, the CQO provides regular quality updates to the ELT and the Board. The quality team works closely with manufacturing and other internal functions, including compliance, regulatory affairs, R&D and supply chain leaders.

We also maintain pharmacovigilance and materiovigilance teams for our pharmaceutical and medical device businesses, respectively. These teams, which are part of our R&D function, are responsible for identifying, reporting and evaluating safety and quality concerns for products in development and throughout the product lifecycle.

Our Quality Management System (QMS) continues to serve as the foundation of our approach to product quality and safety. The QMS includes global directives/standards, guidance, operating procedures and additional documentation designed to meet quality system regulations and standards in all regions where the company operates. The QMS also outlines our systematic product risk management process, which serves as a proactive means to identify, assess, remediate, mitigate, escalate, monitor, review and communicate potential quality risks applicable to our products and services, processes, systems and projects.

Audits and inspections are also important tools in driving product quality and safety. Through our internal audit program, we assess our sites for effective deployment of the QMS and conformance with Bausch + Lomb quality and safety standards and expectations. We also assess our suppliers for conformance to regulations and standards. In 2023, we conducted over 145 internal site audits and over 230 audits of our suppliers. We also received over 90 audits from multiple notified bodies and health authorities, as Bausch + Lomb sites are subject to external inspections from regulatory authorities in the jurisdictions where we operate. Our medical device sites are audited annually by Notified Bodies for CE Marking for regulatory and ISO standard compliance. All audits conducted in 2023 resulted in continued certification, as applicable, and over half of the external audits conducted resulted in zero observations.

Bausch + Lomb's Quality Metrics Program utilizes Quality Performance Indicators (QPIs), which are aligned with our corporate strategic plan, to monitor product quality and safety and the company's adherence to applicable regulatory requirements on a continuous basis. In 2023, key QPIs were added in relation to corrective action preventive action (CAPA) management and total cost of quality reduction. These metrics and others help us to create a culture of continuous improvement and drive sustained quality for our customers, patients and consumers.

## Lean Six Sigma at Bausch + Lomb

Employees are offered the opportunity to receive Lean Six Sigma training and certifications, which focus on improving performance by decreasing process variation. The skills acquired through this training should enable employees to reduce defects and improve our products' quality.

In 2023, nearly 70 individuals received certifications from Six Sigma. Additionally, the majority of our manufacturing sites maintain a Six Sigma-certified individual who promotes quality through onsite training and employee development.



In 2023, 100% of external audits resulted in no "Critical" observations.





HIGHLIGHT

Supporting access to SilSoft™ for Italian infants

We strive to provide products that meet our customers’ diverse needs and improve their lives. After our SilSoft™ lenses were discontinued in Europe due to supply chain challenges, a group of parents approached us about options to make this product available given its positive impact on their children. The SilSoft™ lens is designed for adults and children recovering from cataract surgery without intraocular lens implants, which makes their eyes sensitive to average contact lenses. Though this condition, aphakia, is rare, we heard from our customers that Bausch + Lomb’s ability to provide relief to their young children was very important. Partnering with local authorities, we were able to provide temporary access to this product once again.

Patient access and fair pricing

To achieve our mission of helping people see better and live better, we must ensure our products are both accessible and affordable. We aim to make our products and surgical technologies accessible for any patient in need and to deliver a broad range of solutions that support our diverse customer base through all stages of their lives.

Across our business segments, pricing is driven by numerous factors, including market and regulatory forces, business needs, and importantly, consumer expectations. The Bausch + Lomb Pricing Committee brings together various functions, including communications, medical affairs and finance, to determine pricing of our products in the United States. On an ongoing basis, the committee considers the needs of different markets, the capacity of patients to afford their medication and other prescriptions and the value our products bring to health care systems around the world. Pricing decisions must always adhere to relevant laws, regulations and guidance pertaining to product pricing and price transparency and are subject to final approval by our CEO. The Pricing Committee also reports regularly to our Board.

Our Patient Assistance Program further supports patient access to Bausch + Lomb products. Patients prescribed certain products may be eligible to obtain them at a discounted or free rate based on their financial circumstances or insurance status. For customers without prescription coverage insurance, we are often able to provide our products at no cost through the Patient Assistance Program.

As our business grows, we continue to find ways to improve affordability and access. In September 2023, we finalized our acquisition of XIIDRA®, an eye drop solution specifically approved to treat the signs and symptoms of dry eye disease. Throughout 2024, we are integrating consumers previously on assistance programs for XIIDRA® into Bausch + Lomb’s Patient Assistance Program to ensure patients can continue to access these products. In total, nearly 2,500 patients obtained medications and health products through the Patient Assistance Program in 2023.

We are proud to offer a wide range of products and services. In addition to pricing our solutions affordably, we strive to increase the accessibility of our products by delivering a diversity of solutions that can meet our patients’ many needs. We look forward to continually adapting and evolving to ensure that Bausch + Lomb can offer something for everyone.

Our pricing policy governs our branded prescription products’ cost in the United States. For surgical products and services, we offer a variety of contracts specialized to different types of surgical facilities to ensure our sight-saving equipment is accessible.



## Responsible marketing and labeling

We are committed to providing consumers, patients and eye care professionals with the information they need to make the best decisions for their health. Their safety and trust are dependent on clear and effective marketing and labeling, which support the proper use of our products. Bausch + Lomb must also adhere to robust compliance requirements pertaining to product sales, marketing, labeling and promotion.

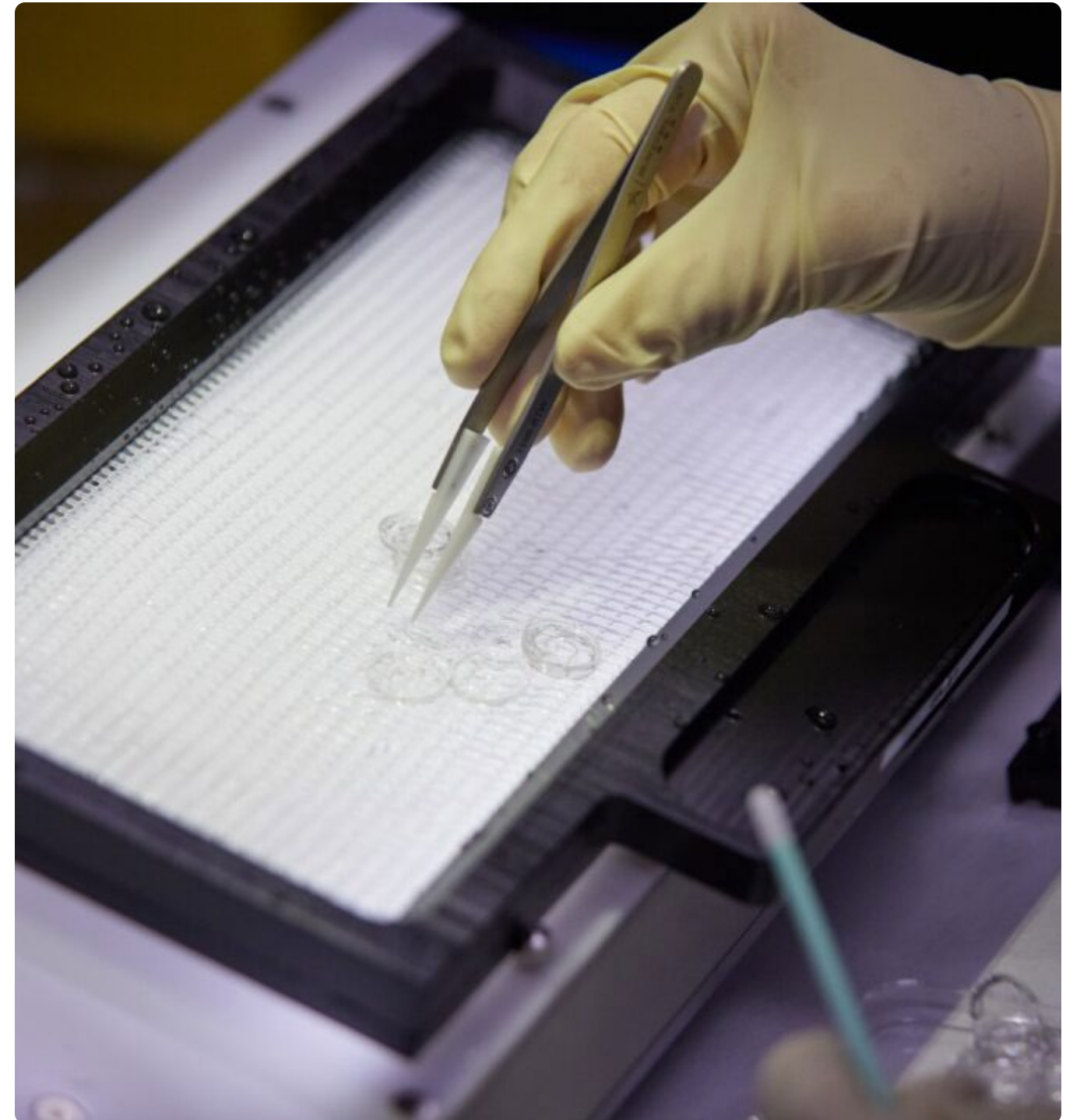
Our promotional material review process, supported by the Promotional Review Committee, is handled by employees in medical, legal, regulatory and other functions, such as compliance, as needed. We also maintain a Product Review Committee to manage product-related messaging and claims and ensure product information is accurate, fair-balanced and not misleading.

Furthermore, all Bausch + Lomb employees are expected to be brand ambassadors who instill trust and confidence in our products and services. We have comprehensive policies, controls, training and

monitoring programs in place to educate and guide colleagues on matters related to product messaging and promotion. We also provide training to ensure that representatives in sales, marketing and other product-relevant areas understand and can properly communicate our products' intended use.

Proper product labeling is guided by strong internal processes and systems. We leverage our QMS to support the development of high-quality product information. Additionally, our complaint management system is utilized for fielding issues that are raised by customers. In the spirit of continuous improvement, we are considering additional digital tools that can further support labeling compliance, efficiency and effectiveness.

Various metrics provide input on our responsible marketing and labeling performance. We consider factors such as resources allocated to labeling for specific products, as well as the amount of time required to receive labeling approval, amongst others. These KPIs, in addition to feedback from our customers and other stakeholders, support our ability to continually improve and protect our brand, our business and the solutions we provide.





# Communities

Throughout our history, we have worked to build and maintain a positive presence in the communities where we operate. Our mission to improve lives extends beyond our products and into the community, where we aim to enable positive outcomes through engagement activities and the Bausch Foundation.

The Bausch Foundation supports initiatives pertaining to disease prevention, improving patient outcomes, education and community support related to our core businesses. Additionally, the foundation supports disaster relief efforts. Our Chief Ethics & Compliance Officer works with an Advisory Committee, comprised of members from our leadership team, to manage the Bausch Foundation. This includes ensuring donations align with our therapeutic areas of focus and our core values while maintaining compliance with regulations and promoting strong corporate ethics.

In 2023, the Bausch Foundation donated over \$1 million to philanthropic and community causes. Some partnership and employee engagement highlights throughout the year included:

## LIONS CLUB INTERNATIONAL RECYCLE FOR SIGHT PROGRAM

Bausch + Lomb collaborated with Lions Club International to provide eyeglass donations for those in need. We placed donation boxes at our global sites to allow employees to easily bring in eyeglasses to donate. In the first month of the program, our Rochester site collected more than 125 pairs of glasses.

## MAP INTERNATIONAL

We proudly partner with MAP International, a global health organization focused on distributing lifesaving medicine and health supplies to people all over the world. Bausch + Lomb donates supplies that MAP International distributes to physicians participating in medical volunteer trips. MAP International evaluates trip itineraries to ensure compliance with regulations in the receiving countries, facilitates shipping and customs processes and works to ensure donated materials get used.

## FIGHTING BLINDNESS

In December 2023, employees from our Dublin, Ireland, site completed an 8.5 km hike around the Wicklow Mountains to raise money for Fighting Blindness, a patient-led Irish charity specializing in funding research for sight loss.

## J.P. MORGAN CORPORATE CHALLENGE

In May 2023, 50 Bausch + Lomb employees joined the thousands of runners competing in the J.P. Morgan Corporate Challenge, a 3.5-mile race in downtown Rochester. The race raised money for the Rochester Area Community Foundation, an organization that provides grants to improve the quality of life for people who live and work in the region.

We look forward to continuing to grow our community engagement and philanthropic programs in 2024 and beyond.

# Bausch + Lomb's North American Resident and Fellow Programs

Bausch + Lomb is an active member of the surgical community and offers students and physicians the opportunity to learn and practice relevant surgical techniques with technologies in our industry. These engagements also serve as a platform to educate on new innovations in the ophthalmology field and highlight upcoming advances.

- **Surgical Mentor Resident Program:** This event is aimed at ophthalmology residents and focuses on cataract and refractive surgical techniques, intraocular lens implantation and providing a venue for attendees to gain experience and mentorship from leading ophthalmic surgeons over a two-day program.
- **Advances in Retina Fellows Program:** Physicians gain valuable hands-on training with Bausch + Lomb retina products, instruments and other disposable retina accessories. They are also provided with expended experience in retinal surgery wet labs facilitated by leading ophthalmic surgeons.

# APPENDIX

# 05

## SASB Index<sup>[1]</sup>

### Medical Equipment & Supplies

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Sustainability Disclosure Topics & Accounting Metrics			
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled	0 Recalls reported to U.S. FDA in 2023. <sup>[2]</sup>
Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0; No Bausch + Lomb medical devices listed. Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0; No fatalities related to Bausch + Lomb products. Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
Product Safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0 Enforcement Actions issued to Bausch & Lomb in 2023. <sup>[3]</sup>
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0
Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Our <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product's approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.

[1] The Sustainability Accounting Standards Board (SASB) Index provides information pertaining to the SASB Standards for the Medical Equipment and Supplies and Biotechnology and Pharmaceuticals industries. We do not report against all of the standards for the sectors.

[2] <https://datadashboard.fda.gov/ora/cd/recalls.htm>

[3] <https://datadashboard.fda.gov/ora/cd/index.htm>



TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	58% of Bausch + Lomb's medical device manufacturing and distribution facilities globally participated in third-party audit programs for manufacturing or product quality.
Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	<p>Maintaining traceability of Bausch + Lomb medical device products within our supply chain is an important factor in protecting our customer satisfaction and patient safety. Efforts to maintain traceability of products within the distribution chain include the creation and tracking of Unique Device Identifiers (UDI), where required, and the development and/or implementation of evolving UDI requirements from additional regions are in progress.</p> <p>Additionally, Bausch + Lomb uses unique lot codes or serial numbers, where required, along with unique Stock Keeping Unit (SKU) numbers to represent products. These elements are tracked in our Enterprise Resource Planning (ERP) systems within our manufacturing sites and distribution centers to ensure traceability through the distribution channel to our customers.</p> <p>Our Quality Management System (QMS) incorporates the above factors, but also includes monitoring and verification checks to identify potential counterfeit products. The QMS requires escalation to Bausch + Lomb's Brand Protection Team when these situations occur, and it includes the requirement that product data, its source and customer, inclusive of product movement history, be maintained in the ERP systems. These systems are complemented by the availability and accessibility of associated documentation/records such as purchase orders, invoices and traceability files.</p>
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0
Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	<p>Our <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product's approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.</p> <p>In each market where we conduct business, the Ethics &amp; Compliance department has established policies and procedures supporting our Code of Conduct governing all interaction with healthcare providers in accordance with local laws and industry codes.</p>

## Biotechnology & Pharmaceuticals

Growth In Sight

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Sustainability Disclosure Topics & Accounting Metrics			
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Bausch + Lomb is committed to designing and conducting clinical studies in accordance with the highest scientific and ethical standards and in compliance with all applicable regulatory requirements and good clinical practice standards globally. All protocols are reviewed and approved by designees within the R&D function. Clinical studies are typically conducted utilizing clinical research organizations (CROs) in various regions thereby leveraging local CRO expertise. The oversight of these CROs is managed by Bausch + Lomb Clinical Operations with independent Global Clinical Quality support. Bausch + Lomb manages and oversees CROs through project management, study monitoring, safety monitoring, records management, data management, quality control, audit, issue management, misconduct investigation and reporting, corrective and preventative actions, management and release of trial materials and vendor lifecycle management procedures. Clinical Operations also has the responsibility for minimizing the inclusion of identifiable information—such as Protected Health Information under HIPAA or the Processing of Personal Data under the GDPR—when developing the study protocol, Case Report Forms and managing data processes.
Safety of Clinical Trial Participants	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	1 VAI <sup>[1]</sup>
Safety of Clinical Trial Participants	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	\$0
Affordability & Pricing	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Bausch + Lomb takes a responsible approach to pricing. In January 2023, the company increased the U.S. Wholesale Acquisition Cost (WAC), or list price, of less than 30% of the total number of pharmaceutical medicines in its U.S. product portfolio. The average increase in prices was less than 6%.  Bausch + Lomb pledges that the average annual prices for our branded prescription medicines in the United States will rise by no more than single-digit percentages.
Affordability & Pricing	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	

[1] <https://datadashboard.fda.gov/ora/cd/index.htm>



TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Drug Safety	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	0; No Bausch + Lomb products listed. Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
Drug Safety	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	0; No fatalities related to Bausch + Lomb products. Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
Drug Safety	HC-BP-250a.3	Number of Recalls issued, total units recalled	0 Recalls reported to U.S. FDA in 2023. <sup>[1]</sup>
Drug Safety	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0 Enforcement Actions issued to Bausch & Lomb in 2023. <sup>[2]</sup>
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Traceability of our products throughout the supply chain is an important factor in protecting our patients' safety. To prevent counterfeiting, Bausch + Lomb has worked diligently with industry, inclusive of our trading partners, to ensure global serialization requirements are met. The unique Product Identifiers developed for serialization and utilized within our product packaging and electronic inventory and distribution systems since 2019 enable the tracking and tracing of product movement through the supply chain, from the manufacturing site to our customers. Bausch + Lomb utilizes advanced technology to ensure the integrity of products delivered in the supply chain (for example, digital signatures, hologram tags, tamper-resistant and tamper-evident packaging) to influence the reduction or elimination of counterfeit product in the supply chain.
Counterfeit Drugs	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Bausch + Lomb has a Brand Protection Team that focuses on counterfeit products globally across our product categories. The team meets regularly and works collaboratively with internal and external stakeholders to ensure potential counterfeit situations are escalated through our formal process and investigated robustly in order to assess the product and other factual details so we can take appropriate action—which may include alerting impacted parties, such as government agencies and trading partners, as required.
Counterfeit Drugs	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	The U.S. Customs and Border Protection (CBP) seized four counterfeit shipments of PRESERVISION (3) and OCUVITE (1) at ports in California. Bausch + Lomb assisted the CBP as well as other government agencies in enforcement efforts to keep counterfeit goods out of the hands of U.S. consumers.

[1] <https://datadashboard.fda.gov/ora/cd/recalls.htm>

[2] <https://datadashboard.fda.gov/ora/cd/index.htm>

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0
Ethical Marketing	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Our <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product’s approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Bausch + Lomb’s R&D organization is dedicated to researching, ideating and engineering innovative materials, technologies and eye health solutions that foster our mission of helping people see better to live better. In 2023, we focused on recruiting key positions through various mechanisms, including leveraging our existing network of employees to support recruitment efforts. Specific onboarding activities within work groups supported an effective new hire experience. Development actions included participation by R&D talent in leadership development programs. Individual development plans were established for employees and supervisors. Technical and professional development was facilitated through national technical organizations, conferences, presentations and posters. In addition, technical career paths extended into product development teams. Our retention efforts proved successful as turnover in R&D was among the lowest of major functions/business units across the organization.
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity’s facilities and (2) Tier I suppliers’ facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Bausch + Lomb does not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program.



TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	RESPONSE
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	\$0
Business Ethics	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	<p>Our <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product’s approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.</p> <p>In each market where we conduct business, the Ethics &amp; Compliance department has established policies and procedures supporting our Code of Conduct governing all interaction with healthcare providers in accordance with local laws and industry codes.</p>
Activity Metrics			
—	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	Bausch + Lomb currently has 124 pharmaceutical products in our portfolio, and 11 pharmaceutical products in Phases 1-3 of research and development. <sup>[1]</sup>

[1] In 2022, we reported Bausch + Lomb sold 442 products commercially. These 442 products included all products in portfolio for contact lens, solutions, surgical devices and consumer, in addition to pharmaceuticals. In 2022, we also reported Bausch + Lomb had over 60 products in Phases 1–3 of research and development. These 60 products included all of R&D for contact lens, solutions, surgical devices and consumer, in addition to pharmaceuticals.

# GRI Index<sup>[1]</sup>

Growth In Sight

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational Details	Bausch + Lomb Corporation 520 Applewood Crescent, Vaughan, Ontario, Canada L4K 4B4  <a href="#">Form 10-K</a> (Business, Note 22. Segment Information)
	2-2	Entities included in the organization’s sustainability reporting	All Bausch + Lomb entities are included in our sustainability reporting.  <a href="#">Form 10-K</a> (Exhibit 21.1)
	2-3	Reporting period, frequency, and contact point	The 2023 Sustainability Impact Report is reflective of January 1–December 31, 2023, which corresponds with our financial reporting period, and was published in May 2024. We intend to publish a sustainability impact report annually. For questions about the ESG Report, please contact: <a href="mailto:corporate.communications@bausch.com">corporate.communications@bausch.com</a> .
	2-4	Restatements of information	Certain metrics reported in 2022 have been restated in 2023. Each restatement is indicated by a footnote. Metrics that have been restated include: <ul style="list-style-type: none"><li>• Electricity consumption per business unit, Lens</li><li>• Electricity consumption per business unit, Pharmaceuticals</li><li>• Electricity consumption per business unit, Surgical</li><li>• Scope 1 and 2 GHG emissions per business unit, Lens</li><li>• Scope 1 and 2 GHG emissions per business unit, Pharmaceuticals</li><li>• Scope 1 and 2 GHG emissions per business unit, Surgical</li><li>• Scope 1 and 2 GHG emissions per business unit, Distribution</li><li>• Water consumption per business unit, Surgical</li><li>• Water consumption per business unit, Lens</li><li>• Total fuel consumption within the organization from non-renewable sources</li><li>• Total electricity consumption</li><li>• Total energy consumption within the organization</li><li>• Solar consumption within the organization</li><li>• Gross direct (Scope 1) GHG emissions</li><li>• Gross location-based energy indirect (Scope 2) GHG emissions</li><li>• Gross market-based energy indirect (Scope 2) GHG emissions</li></ul>

[1] Bausch + Lomb has reported the information cited in the GRI content index for the period January 1, 2023–December 31, 2023 with reference to the GRI Standards.



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021	2-5	External Assurance	Bausch + Lomb has not sought external assurance for the 2023 Sustainability Impact Report.
	2-6	Activities, value chain, and other business relationships	Company overview (2023 Sustainability Impact Report) <a href="#">Form 10-K</a> (Business)
	2-7	Employees	Data Tables (2023 Sustainability Impact Report)
	2-8	Workers who are not employees	Data Tables (2023 Sustainability Impact Report)
	2-9	Governance structure and composition	Sustainability impacts at Bausch + Lomb (2023 Sustainability Impact Report)  Business conduct (2023 Sustainability Impact Report)  <a href="#">Proxy Statement</a> (Board and Committee Structure, p. 20)
	2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement</a> (Election of Directors and Corporate Governance, p. 5)  <a href="#">Charter of the Nominating and Corporate Governance Committee</a>
	2-11	Chair of the highest governance body	<a href="#">Proxy Statement</a> (Director Nomination Process, p. 18)
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability impacts at Bausch + Lomb (2023 Sustainability Impact Report)  The Board of Directors quarterly meeting agenda includes time for review of progress towards our sustainability commitments and any areas of concern. This provides the Board the opportunity to evaluate and provide feedback on the information and updates shared by the ELT, business unit leads and other speakers.
	2-13	Delegation of Responsibility for managing impacts	Sustainability impacts at Bausch + Lomb (2023 Sustainability Impact Report)
	2-14	Role of the highest governance body in sustainability reporting	Bausch + Lomb’s Nominating and Corporate Governance Committee of the Board reviews the reported information.
	2-15	Conflicts of interest	Business conduct (2023 Sustainability Impact Report)  <a href="#">Code of Conduct</a> (Conflicts of Interest, p. 16)  <a href="#">Bausch + Lomb Corporate Governance Guidelines</a> (p. 21–25)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Business conduct (2023 Sustainability Impact Report)
	2-17	Collective knowledge of the highest governance body	In 2022, the Board of Directors received training on ESG to improve their awareness of the importance of ESG to the company and the development of Bausch + Lomb's ESG program.
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement</a> (Annual Evaluation Process, p. 27)
	2-19	Remuneration policies	<a href="#">Proxy Statement</a> (Compensation Discussion and Analysis, p. 43)
	2-20	Process to determine remuneration	<a href="#">Proxy Statement</a> (Compensation Discussion and Analysis, p. 43)
	2-21	Annual total compensation ratio	<a href="#">Proxy Statement</a> (2023 Pay Ratio Disclosure, p. 68)
	2-22	Statement on sustainable development strategy	CEO letter (2023 Sustainability Impact Report)
	2-23	Policy Commitments	Our <a href="#">Code of Conduct</a> describes our commitment to responsible business conduct and respecting human rights (Human Rights and Modern Slavery, p. 43). The Code of Conduct is approved by the Board of Directors and communicated to employees and contractors via annual training.
	2-24	Embedding policy commitments	Bausch + Lomb expects that responsible business conduct is maintained in all activities and business relationships. Policy commitments are communicated to employees and contractors via annual training and other communication platforms, such as Town Halls.  Business conduct (2023 Sustainability Impact Report)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	<a href="#">Code of Conduct</a> (Our Commitment to a Speak Up Culture, p. 8)  Business conduct (2023 Sustainability Impact Report)  Sustainability impacts at Bausch + Lomb (2023 Sustainability Impact Report)
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a> (Our Commitment to a Speak Up Culture, p. 8)  Business conduct (2023 Sustainability Impact Report)
	2-28	Membership associations	Bausch + Lomb is a member and supporter/sponsor of many medical device, pharmaceutical and health care industry associations in key markets. Examples include: Association for Research in Vision and Ophthalmology; American Society of Cataract and Retinal Surgeons; American Academy of Ophthalmology; American Academy of Optometry; American Optometric Association; Association of Optometric Contact Lens Educators; International Association of Contact Lens Educators; Armed Forces Optometric Society; European Society of Cataract and Refractive Surgery; Glaucoma Research Foundation; Tear Film and Ocular Surface Society; Consumer Health Products Association; EyeSustain; Contact Lens Institute; American Academy of Ophthalmology's Ophthalmic Business Council; and the American European Congress of Ophthalmic Surgery.
	2-29	Approach to stakeholder engagement	Bausch + Lomb considers employees, consumers, eye care professionals, patients, regulators, investors and communities as our primary stakeholders. Details on our engagement with these stakeholders are available throughout the report. Further, Bausch + Lomb engaged a variety of stakeholders during the double materiality process conducted in 2023.
	2-30	Collective bargaining agreements	34% of global employees are covered by either a trade union or collective bargaining unit.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our approach to sustainability impact (2023 Sustainability Impact Report)
	3-2	List of material topics	<div>Material topics covered in 2023:</div> <ul style="list-style-type: none"><li>• Business Conduct</li><li>• Cybersecurity and Data Privacy</li><li>• Management of Relationships With Suppliers</li><li>• Product Development, R&amp;D, Investment and Innovation</li><li>• Climate Change</li><li>• Energy</li><li>• Microplastics</li><li>• Resource Inflows, Including Resource Use</li><li>• Resource Outflows Related to Products and Services</li><li>• Waste</li><li>• Compensation and Benefits</li><li>• Personal Safety of Consumers and/or End-Users</li><li>• Equal Treatment and Opportunities for All (Own Workforce)</li><li>• Equal Treatment and Opportunities for All (Workers in the Value Chain)</li><li>• Talent Attraction, Engagement and Retention</li><li>• Health and Safety (Own Workforce)</li><li>• Diversity</li><li>• Communities Economic, Social and Cultural Rights</li><li>• Training and Skills Development (Own Workforce)</li><li>• Information-Related Impacts for Consumers and/or End-Users</li><li>• Working Conditions (Own Workforce)</li><li>• Social Inclusion of Consumers and/or End-Users</li></ul>



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 3: Material Topics 2021	3-2	List of material topics	Topics covered in 2022: <ul style="list-style-type: none"><li>• Corporate Governance</li><li>• Business Ethics and Compliance</li><li>• Patient Access and Fair Pricing</li><li>• Supply Chain Management</li><li>• Cybersecurity</li><li>• Energy</li><li>• Water</li><li>• Waste</li><li>• Emissions</li><li>• Product Quality and Safety</li><li>• Attraction, Engagement and Culture Development</li><li>• Training and Development</li><li>• Diversity, Equity and Inclusion</li><li>• Health, Safety and Well-Being</li><li>• Philanthropy and Communities</li></ul>
Business Conduct			
GRI 3: Material Topics 2021	3-3	Management of material topics	Business conduct (2023 Sustainability Impact Report)
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Data Tables (2023 Sustainability Impact Report)
Cybersecurity and Data Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Cybersecurity and data privacy (2023 Sustainability Impact Report)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Tables (2023 Sustainability Impact Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Product Development, Research and Development, Investment and Innovation			
GRI 3: Material Topics 2021	3-3	Management of material topics	Research and development (2023 Sustainability Impact Report)
—	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	SASB Index: Biotechnology & Pharmaceuticals, Activity Metrics (2023 Sustainability Impact Report)
Management of Relationships With Suppliers			
GRI 3: Material Topics 2021	3-3	Management of material topics	Supplier engagement (2023 Sustainability Impact Report)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Data Tables (2023 Sustainability Impact Report)
	308-2	Negative environmental impacts in the supply chain and actions taken	Data Tables (2023 Sustainability Impact Report)
Equal Treatment for All (Workers in the Value Chain)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Supplier engagement (2023 Sustainability Impact Report)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Data Tables (2023 Sustainability Impact Report)
	414-2	Negative social impacts in the supply chain and actions taken	Data Tables (2023 Sustainability Impact Report)
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Energy, GHG emissions and climate change (2023 Sustainability Impact Report)
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data Tables (2023 Sustainability Impact Report)
—	—	Solar consumption within the organization	Data Tables (2023 Sustainability Impact Report)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Climate Change			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Energy, GHG emissions and climate change (2023 Sustainability Impact Report)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Data Tables (2023 Sustainability Impact Report)
	305-2	Energy indirect (Scope 2) GHG emissions	Data Tables (2023 Sustainability Impact Report)
Resource Inflows, Including Resource Use			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Resource inflows (2023 Sustainability Impact Report)
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Data Tables (2023 Sustainability Impact Report)
Resource Outflows Related to Products and Services			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Resource outflows (2023 Sustainability Impact Report)
—	—	Number of eye care professionals (ECPs) participating in the Bausch + Lomb One by One recycling program	Resource outflows (2023 Sustainability Impact Report)
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Resource outflows (2023 Sustainability Impact Report)
GRI 306: Waste 2020	306-3	Waste generated	Data Tables (2023 Sustainability Impact Report)
	306-4	Waste diverted to disposal	Data Tables (2023 Sustainability Impact Report)
	306-5	Waste directed to disposal	Data Tables (2023 Sustainability Impact Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Microplastics			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2023 Sustainability Impact Report) Resource outflows (2023 Sustainability Impact Report)
Health and Safety (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee health and safety (2023 Sustainability Impact Report)
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	An occupational health and safety management system has been implemented for the entire company—all workers, workplaces and activities are covered. The system is based upon company values, legal requirements and internal and external standards. A list of the legal requirements that the system is designed to uphold is available locally at each site. The health and safety management system is aligned with ISO 45001, and 10 of our manufacturing and logistics sites presenting the greatest risks have achieved certification.
	403-2	Hazard identification, risk assessment, and incident investigation	<p>All work-related hazards and risks are identified and documented via our Job Safety Analysis (JSA) and Industrial Hygiene Qualitative Exposure Assessment (IHQEA). The JSA is used to identify and document all physical hazards associated with a particular job and select appropriate controls, such as the use of personal protective equipment to reduce risk of injury. The IHQEA is used to identify and document employee exposure to potential chemical and biological health hazards in the workplace, prioritize such exposures for further investigation and employee exposure monitoring and implement controls accordingly to reduce risk.</p> <p>EHS+S managers at all locations are responsible for conducting these assessments, reviewing them and updating them annually with the help of the area supervisors. Once the JSA and IHQEA risk assessments have been completed, they are prioritized for risk reduction activities. An action plan is developed to identify additional specific controls to be implemented following the hierarchy of controls, and implemented accordingly.</p> <p>All employees are encouraged to report safety related concerns immediately to their supervisor, EHS+S manager, or occupational health team member. The company handbook states, ‘The Company will not retaliate for filing a complaint and will not knowingly permit retaliation by management employees or coworkers.’ Employees may also report any concerns to the anonymous Ethics Line for further investigation with the assurance that ‘The Company will take no disciplinary action against an individual for making a complaint or disclosing information in good faith.’ All reported incidents are investigation by a supervisor and EHS+S site manager. When there is an elevated level of risk, the global EHS+S organization and the site operations manager are involved.</p>



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 403: Occupational Health and Safety (2018)	403-3	Occupational health services	Occupational health services are provided to all employees via Bausch + Lomb occupational health employees or contracted occupational health providers.
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employees are encouraged to participate in the occupational health and safety management system through employee safety committees, behavioral safety teams, and programs through which they can offer suggestions related to the system. Relevant information on occupational health and safety is also communicated to workers via our company intranet. Where formal joint management-worker health and safety committees exist, the company requires meetings and corrective actions to be documented.
	403-5	Worker training on occupational health and safety	General occupational health and safety training is provided to employees during the onboarding process. This training may be delivered in person or as computer based training. Job-specific training is provided by supervisors or trainers. Additional information is available in the Employee health and safety section of this report.
	403-6	Promotion of worker health	Employee health and safety (2023 Sustainability Impact Report)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Where Bausch + Lomb becomes aware of any significant negative health impact in our business partner relationships over which we have no control, the contracting process would be utilized to influence improvements. Additional information is available in the Supplier engagement section of this report.
	403-8	Workers covered by an occupational health and safety management system	Data Tables (2023 Sustainability Impact Report)
	403-9	Work-related injuries	Data Tables (2023 Sustainability Impact Report)
	403-10	Work-related ill health	Data Tables (2023 Sustainability Impact Report)
Talent Attraction, Engagement and Retention			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent attraction, engagement and retention (2023 Sustainability Impact Report)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Data Tables (2023 Sustainability Impact Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Compensation and Benefits			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent attraction, engagement and retention (2023 Sustainability Impact Report)
Working Conditions (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent attraction, engagement and retention (2023 Sustainability Impact Report)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Data Tables (2023 Sustainability Impact Report)
Training and Skills Development (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Learning and development (2023 Sustainability Impact Report)
Diversity; Equal Treatment for All (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, equity and inclusion (2023 Sustainability Impact Report)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Data Tables (2023 Sustainability Impact Report)
Personal Safety of Consumers and/or End-Users			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product quality and safety (2023 Sustainability Impact Report)
—	HC-MS-250a HC-BP-250a	Product safety; Drug safety	SASB Index: Medical Equipment & Supplies, Product Safety (2023 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Drug Safety (2023 Sustainability Impact Report)



GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Social Inclusion of Consumers and/or End-Users			
GRI 3: Material Topics 2021	3-3	Management of material topics	Patient access and fair pricing (2023 Sustainability Impact Report)
—	HC-BP-240b	Affordability and pricing	SASB Index: Biotechnology & Pharmaceuticals, Affordability & Pricing (2023 Sustainability Impact Report)
Information-Related Impacts for Consumers and/or End-Users			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible marketing and labeling (2023 Sustainability Impact Report)
—	HC-MS-270a HC-BP-270a	Ethical marketing	SASB Index: Medical Equipment & Supplies, Ethical Marketing (2023 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Ethical Marketing (2023 Sustainability Impact Report)
Communities’ Economic, Social and Cultural Rights			
GRI 3: Material Topics 2021	3-3	Management of material topics	Communities (2023 Sustainability Impact Report)
—	—	Philanthropic contributions	Data Tables (2023 Sustainability Impact Report)

# Data Tables

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
General Disclosures					
GRI 2: General Disclosures 2021	2-7	Employees	Total number of employees, broken down by gender and region	Total: 12,904 Total Female: 6,116 Total Male: 6,788  U.S. Total: 4,687 U.S. Female: 2,079 U.S. Male: 2,608  Other Regions Total: 8,217 Other Regions Female: 4,037 Other Regions Male: 4,180	Total: 13,286 Total Female: 6,314 Total Male: 6,972  U.S. Total: 5,059 U.S. Female: 2,299 U.S. Male: 2,760  Other Regions Total: 8,227 Other Regions Female: 4,015 Other Regions Male: 4,212
	2-8	Workers who are not employees	Total number of workers who are not employees whose work is controlled by the organization	—	706 <sup>[1]</sup>

[1] Temporary staffing/contingent labor in the U.S. only from our “Preferred Suppliers.” Other temporary staffing/contingent labor may have been retained outside of our “Preferred Supplier” program. Temporary staffing/contingent labor support includes Accounting/Finance, Administrative/Office, Clinical/R&D/Scientific, Engineering, IT, Legal, Light Industrial/Manufacturing, Marketing/Creative, Professional Other.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Business Conduct					
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	—	100% <sup>[1]</sup>
			Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of employees	>99.5% <sup>[2]</sup>
			Total percentage of governance body members that have received training on anti-corruption	—	100% <sup>[1]</sup>
			Total percentage of employees that have received training on anti-corruption	96% of employees	>99.5% <sup>[2]</sup>
Cybersecurity and Data Privacy					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints received concerning breaches of customer privacy	0	0
			Total number of identified leaks, thefts, or losses of customer data	0	0
Management of Relationships With Suppliers					
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Percentage of new suppliers <sup>[3]</sup> that were screened using environmental criteria	58%	77%
	308-2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts	238	197
			Number of suppliers identified as having significant actual and potential negative environmental impacts	0	0

[1] 10 members of the Board of Directors.  
[2] 13,042 full time employees globally.  
[3] Only direct material suppliers complete sustainability questionnaires. Indirect suppliers do not receive a sustainability questionnaire.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Equal Treatment for All (Workers in the Value Chain)					
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Percentage of new suppliers <sup>[1]</sup> that were screened using social criteria	58%	77%
	414-2	Negative social impacts in the supply chain and actions taken	Number of suppliers assessed for social impacts	238	197
			Number of suppliers identified as having significant actual and potential negative social impacts	0	0
Energy					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Total fuel consumption within the organization from non-renewable sources (diesel and natural gas) <sup>[2]</sup>	826 terajoules <sup>[3]</sup>	822 terajoules
			Total fuel consumption within the organization from renewable sources, including fuel types used	0	0
			Total electricity consumption <sup>[4]</sup>	677 terajoules <sup>[5]</sup>	681 terajoules
			Total energy consumption within the organization	1,503 terajoules <sup>[6]</sup>	1,503 terajoules
			Source of the conversion factors used	<a href="#">EIA.gov</a>	<a href="#">EIA.gov</a>
—	—	—	Solar consumption within the organization	5.92 terajoules <sup>[7][8]</sup>	6.15 terajoules <sup>[9]</sup>

[1] Only direct material suppliers complete sustainability questionnaires. Indirect suppliers do not receive a sustainability questionnaire.

[2] Natural gas consumption is reported by 21 sites. Diesel oil consumption is reported by two sites.

[3] 2022 ESG Report stated 1,072 terajoules.

[4] 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure.

[5] 2022 ESG Report stated 683 terajoules.

[6] 2022 ESG Report stated 1,755 terajoules.

[7] 2022 ESG Report stated 1,644,521 kWh.

[8] Rochester, New York, generated: 4.29 terajoules; Aubenas, France, generated: 1.63 terajoules.

[9] Rochester, New York, generated: 4.14 terajoules; Aubenas, France, generated: 1.76 terajoules; Munich, Germany generated: 0.25 terajoules.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Climate Change					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[1]</sup>	46,686 metric tons CO <sub>2</sub> e <sup>[2]</sup>	49,906 metric tons CO <sub>2</sub> e
			Gases included in the calculation	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”
			Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent	0	0
			Base year for the calculation	Bausch + Lomb launched an IPO on May 6, 2022 and is in the process of separating from Bausch Health Companies, Inc. This data is for the full year of January 1, 2022–December 31, 2022.	2022
			Source of the emission factors and the global warming potential (GWP) rates used	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.
			Consolidation approach for emissions	Operational control.	Operational control.

[1] 2022 Scope 1 mobile emissions include site mobile combustion (13 out of 26 sites), corporate jet and U.S. fleet of sales vehicles. 2023 Scope 1 mobile emissions include mobile combustion from site vehicles (7 out of 26 sites), corporate jet and U.S. fleet of sales vehicles.

[2] 2022 ESG Report stated 52,163 metric tons of CO<sub>2</sub> equivalent.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[1]</sup>	64,814 metric tons CO <sub>2</sub> e <sup>[2]</sup>	65,518 metric tons CO <sub>2</sub> e
			Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[1]</sup>	50,513 metric tons CO <sub>2</sub> e <sup>[3]</sup>	51,990 metric tons CO <sub>2</sub> e
			Gases included in the calculation	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”
			Base year for the calculation	Bausch + Lomb launched an IPO on May 6, 2022 and is in the process of separating from Bausch Health Companies, Inc. This data is for the full year of January 1, 2022–December 31, 2022.	2022
			Source of the emission factors and the global warming potential (GWP) rates used	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.
			Consolidation approach for emissions	Operational control.	Operational control.

[1] Includes 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of previous year’s monthly values as not all current year’s values were available at the time of disclosure.

[2] 2022 ESG Report stated 40,840 metric tons of CO<sub>2</sub> equivalent.

[3] 2022 ESG Report stated 13,673 metric tons of CO<sub>2</sub> equivalent.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Resource Inflows, Including Resource Use <sup>[1]</sup>					
Resource Inflows, Including Resource Use	303-3	Water withdrawal	Total water withdrawal from all areas in megaliters	1,245 megaliters	1,242 megaliters
Waste					
GRI 306: Waste 2020	306-3	Waste generated	Total weight of waste generated in metric tons <sup>[2]</sup>	19,260 metric tons	27,107 metric tons
	306-4	Waste diverted to disposal	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste	—	16,309 metric tons  Hazardous waste: 638 metric tons  Non-hazardous waste: 10,404 metric tons  Unknown waste type (hazardous or non-hazardous): 5,267 metric tons

[1] 24 out of 26 sites are included.

[2] 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 306: Waste 2020	306-4	Waste diverted to disposal	Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:  i. Preparation for reuse,  ii. Recycling,  iii. Other recovery operations	—	638 metric tons  i. Preparation for reuse: 0.1 metric tons Onsite: 0 metric tons Offsite: 0.1 metric tons  ii. Recycling: 14 metric tons Onsite: 0 metric tons Offsite: 14 metric tons  iii. Other recovery operations: 624 metric tons Onsite: 0 metric tons Offsite: 624 metric tons
			Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:  i. Preparation for reuse,  ii. Recycling,  iii. Other recovery operations	—	10,404 metric tons  i. Preparation for reuse: 2,667 metric tons Onsite: 355 metric tons Offsite: 2,312 metric tons  ii. Recycling: 7,307 metric tons Onsite: 0 metric tons Offsite: 7,307 metric tons  iii. Other recovery operations: 430 metric tons Onsite: 0 metric tons Offsite: 430 metric tons

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 306: Waste 2020	306-5	Waste directed to disposal	Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	—	6,372 metric tons  Hazardous waste: 4,945 metric tons  Non-hazardous waste: 1,427 metric tons
			Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:  i. Incineration (with energy recovery),  ii. Incineration (without energy recovery),  iii. Landfilling,  iv. Other disposal operations	—	4,945 metric tons  i. Incineration (with energy recovery): 145 metric tons Onsite: 0 metric tons Offsite: 145 metric tons  ii. Incineration (without energy recovery): 14 metric tons Onsite: 0 metric tons Offsite: 14 metric tons  iii. Landfilling: 4 metric tons Onsite: 0 metric tons Offsite: 4 metric tons  iv. Other disposal operations: 4,782 metric tons Onsite: 0 metric tons Offsite: 4,782 metric tons

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 306: Waste 2020	306-5	Waste directed to disposal	Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:  i. Incineration (with energy recovery),  ii. Incineration (without energy recovery),  iii. Landfilling,  iv. Other disposal operations	—	1,427 metric tons  i. Incineration (with energy recovery): 500 metric tons Onsite: 0 metric tons Offsite: 500 metric tons  ii. Incineration (without energy recovery): 60 metric tons Onsite: 0 metric tons Offsite: 60 metric tons  iii. Landfilling: 592 metric tons Onsite: 0 metric tons Offsite: 592 metric tons  iv. Other disposal operations: 275 metric tons Onsite: 0 metric tons Offsite: 275 metric tons
	—	Waste with unknown pathway	Waste with unknown pathway	—	4,426 metric tons  Hazardous waste with unknown pathway: 3,076 metric tons  Non-hazardous waste with unknown pathway: 1,350 metric tons



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Health and Safety (Own Workforce)					
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	<b>If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</b>		
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	100%	13,897 100%
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	70%	8,657 62%
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	40%	5,930 43%
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers have been excluded from this data.	No workers have been excluded from this data.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	<b>For all employees:</b>		
			The number of fatalities as a result of work-related injury	0	0
			The rate of fatalities as a result of work-related injury	0	0
			The number of high-consequence work-related injuries (excluding fatalities)	3	4
			The rate of high-consequence work-related injuries (excluding fatalities)	0.04	0.04
			The number of recordable work-related injuries	23	39
			The rate of recordable work-related injuries	0.28	0.4
			The main types of work-related injury	Slips, trips, falls; cuts, abrasions; thermal burns; contusion, bruising.	Contusions/bruising; slips/trips/ falls; cuts/abrasions.
			The number of hours worked	16,453,505	17,895,308
			<b>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</b>		
			The number of fatalities as a result of work-related injury	0	0
			The rate of fatalities as a result of work-related injury	0	0
			The number of high-consequence work-related injuries (excluding fatalities)	0	0
			The rate of high-consequence work-related injuries (excluding fatalities)	0	0

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	The number of recordable work-related injuries	0	2
			The rate of recordable work-related injuries	0	0.7
			The main types of work-related injury	Not applicable.	Contusions/bruising.
			The number of hours worked	974,126	555,627
			<b>The work-related hazards that pose a risk of high-consequence injury, including:</b>		
			How these hazards have been determined	Hazards which pose a risk of high-consequence injury include motor vehicle accidents, falls (especially from heights), and electrical contact. Hazards have been identified through the JSA and IHQEA risk assessment processes.	Hazards which pose a risk of high-consequence injury include motor vehicle accidents, falls (especially from heights), and electrical contact. Hazards have been identified through the JSA and IHQEA risk assessment processes.
			Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Motor vehicle accident, electrical contact.	Motor vehicle accident, falls, electrical contact.
			Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	The work-related hazards identified are addressed through a series of controls. Where possible the hazards are eliminated. Some hazards are managed through engineering controls, administrative controls, and/or training and personal protective equipment.	The work-related hazards identified are addressed through a series of controls. Where possible the hazards are eliminated. Some hazards are managed through engineering controls, administrative controls, and/or training and personal protective equipment.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	When a high-consequence injury occurs, an incident investigation is conducted. The outcome of the incident investigation is shared with others who may face similar hazards. During this reporting period, for example, this approach has resulted in a detailed electrical lock-out tag-out program review and updates to programs. Re-training was also emphasized.	When a high-consequence injury occurs, an incident investigation is conducted. The outcome of the incident investigation is shared with others who may face similar hazards. Re-training is emphasized.
			Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers have been excluded from this data.	No workers have been excluded from this data.
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	<b>For all employees:</b>		
			The number of fatalities as a result of work-related ill health	0	0
			The number of cases of recordable work-related ill health	10	7
			The main types of work-related ill health	Repetitive motion/cumulative trauma disorders and hearing loss.	Hearing loss.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	For all workers who are not employees but whose work and/or workplace is controlled by the organization:		
			The number of fatalities as a result of work-related ill health	0	0
			The number of cases of recordable work-related ill health	0	0
			The main types of work-related ill health	Not applicable.	Not applicable.
			The work-related hazards that pose a risk of ill health, including:		
			How these hazards have been determined	Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes.	Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes.
			Which of these hazards have caused or contributed to cases of ill health during the reporting period	Repetitive motion/cumulative trauma disorders and hearing loss.	Repetitive motion/cumulative trauma disorders and hearing loss.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly.	Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly.
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	Work-related ill health data does not include non-U.S. corporate and commercial employees.	Work-related ill health data does not include non-U.S. corporate and commercial employees.
Talent Attraction, Engagement and Retention					
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Total number and rate of new employee hires, by age group, gender, and region	—	Total: 1,924 Total Female: 929 Total Male: 995  U.S. Total: 1,053 U.S. Female: 514 U.S. Male: 539  Other Regions Total: 871 Other Regions Female: 415 Other Regions Male: 456



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
Working Conditions (Own Workforce)					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk	—	34% of global employees are covered by either a trade union or collective bargaining unit.
			Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	—	Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining.
Diversity; Equal Treatment for All (Own Workforce)					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Percentage of executives in each of the following diversity categories: Male	76%	74%
			Percentage of executives in each of the following diversity categories: Female	24%	26%
			Percentage of executives in each of the following diversity categories: White	78%	78%
			Percentage of executives in each of the following diversity categories: Black or African American	3%	2%
			Percentage of executives in each of the following diversity categories: Asian or Pacific Islander	13%	15%

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022	2023
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Percentage of executives in each of the following diversity categories: Hispanic or Latino	3%	3%
			Percentage of executives in each of the following diversity categories: Native American or American Indian	0%	0%
			Percentage of executives in each of the following diversity categories: Two or More Races/Other	2%	2%
			Percentage of employees in each of the following diversity categories: Male	Not disclosed.	52%
			Percentage of executives in each of the following diversity categories: Female	Not disclosed.	48%
Communities’ Economic, Social and Cultural Rights					
—	—	—	Philanthropic contributions made by the Bausch Foundation	\$396,995	\$1,016,331

**BAUSCH+LOMB**