

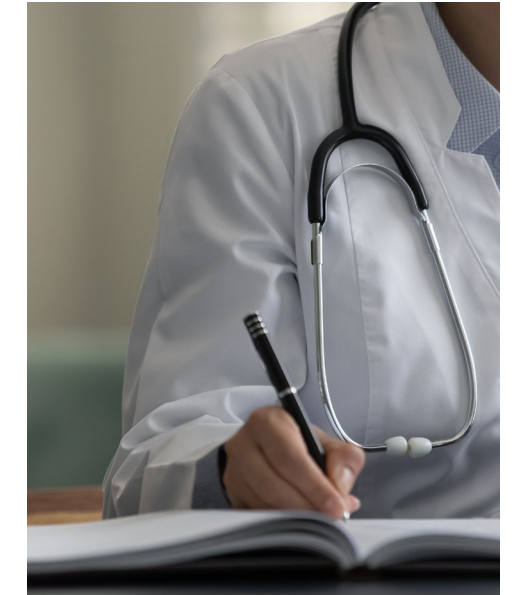
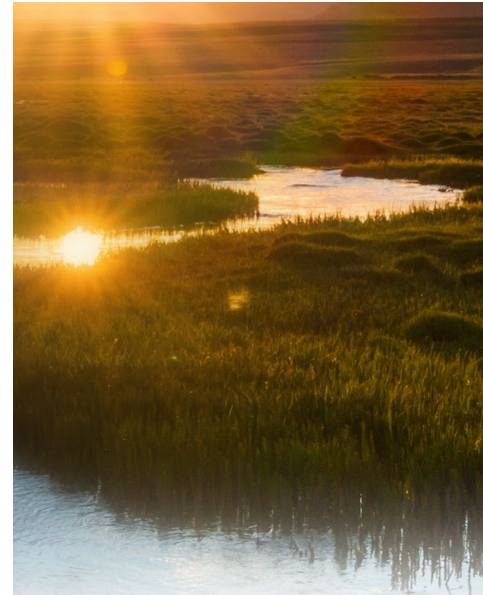
REFLECTING ON OUR PROGRESS.
FOCUSING ON OUR FUTURE.

2022 ESG REPORT

BAUSCH+LOMB



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INTRODUCTION



A Message From Brent Saunders

From humble origins 170 years ago when John Jacob Bausch opened an optical store in Rochester, New York, with a financial assist from Henry Lomb, Bausch + Lomb today is a leading global eye health company dedicated to protecting and enhancing the gift of sight for millions of people around the world—from the moment of birth through every phase of life.

Bausch + Lomb has long been focused on what's important. In 2009, the company launched a five-year plan to identify and improve its environmental and social impacts, and by 2012 Bausch + Lomb was including sustainable business practices in its everyday operations. That same year, the company published its first environmental sustainability report. Now, in our first year as a publicly traded company under the "BLCO" ticker, we are issuing this inaugural Bausch + Lomb Environmental, Social and Governance (ESG) Report.

Today, we are guided by our ongoing commitment to the ESG priorities that matter to our company, industry, shareholders, employees and society.

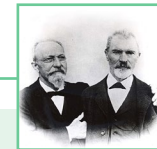
This starts at the top, as the Board of Directors' Nominating and Corporate Governance Committee receives a quarterly ESG status update that includes progress on the company's sustainability programs and the Audit and Risk Committee receives a quarterly enterprise risk management update which includes risks related to our ESG initiatives.

Additionally, it is our expectation that everyone, from the Board and myself to our approximately 13,000 employees around the world, take our ESG objectives seriously, as we would any other essential business goals.

2023 brings a great deal of change to Bausch + Lomb, and I am honored to lead this great company. As chairman and CEO, I am committed to continue integrating ESG standards and guidelines into our business and overall strategy, making us a stronger company in ways that go beyond our mission of helping people see better to live better.

Sincerely,

Brent Saunders
CEO and Chairman of the Board of Directors



1853

J. J. Bausch opens an optical goods store in Rochester, New York. He borrows \$60 from friend Henry Lomb to expand the business, sealing the deal with a handshake.



1861

J. J. Bausch's revolutionary Vulcanite eyeglass frames become the first great success for the young company.

1875

1887

1902

Who We Are

Company Overview

For 170 years, Bausch + Lomb has been dedicated to protecting and enhancing the gift of sight for millions of people around the world—from the moment of birth through every phase of life. We are a leading global eye health company with a comprehensive portfolio of eye care products, distinctive capabilities and an innovative pipeline focused on delivering solutions that meet the evolving needs of eye care professionals and their patients.

Over the course of the company’s long history, Bausch + Lomb has always stood at the forefront of cutting-edge scientific and technological optical advancements. Today, we are more focused than ever on developing and offering treatments to address unmet eye health needs.

Our portfolio spans vision care, consumer health care, ophthalmic pharmaceuticals and surgical technologies with well-established lines of contact lenses, intraocular lenses, medical devices, surgical systems, prescription eye medications and over-the-counter eye health consumer products. Our iconic and enduring brands are among the most recognized and trusted in the world.



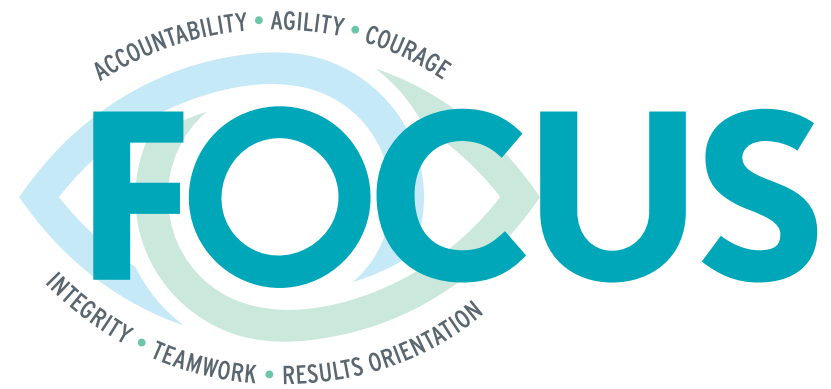
Bausch + Lomb is headquartered in Vaughan, Ontario, with corporate offices in Bridgewater, New Jersey. We are supported by global research and development (R&D), manufacturing and commercial teams of approximately 13,000 employees and have a presence in approximately 100 countries. In addition, we have 24 global facilities that support our manufacturing operations. Our employees are the heart of our company and drive our business excellence every day with their shared passion for innovation and unrelenting focus on helping people see better to live better.

On May 6, 2022, Bausch + Lomb began an exciting new chapter in our storied legacy with the launch of our initial public offering. On that day, our company began trading under the ticker “BLCO” on the New York Stock Exchange and Toronto Stock Exchange. As we continue to navigate this transition and focus on completing the full separation from our parent company, Bausch Health Companies Inc., we are confident we are well-positioned for ongoing success in our industry as a comprehensive eye health company with the highest brand awareness in eye care.

Our Mission, Vision and Values

Our mission is to help people around the world see better to live better—that’s why we started and what we still strive for today. Through an unwavering focus rooted in innovation, quality and craftsmanship, we continue to pursue our lifelong vision of protecting and enhancing the gift of sight through every phase of life.

The following core values, known internally among our employees as FOCUS, define what we stand for and how we interact with colleagues, customers, vendors, shareholders and others:



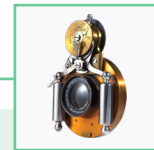
1853

1861



1875

Bausch + Lomb begins microscope production.



1887

Edward Bausch, J. J.’s son, patents the “between the lens” iris diaphragm and shutter, helping to give rise to snapshot photography.

1887

1902

ESG at Bausch + Lomb

About This Report

We are proud to present our inaugural 2022 ESG Report, which reflects our ESG practices and performance across our global footprint since our initial public offering on May 6, 2022, through December 31, 2022. This report showcases our latest progress in building and implementing a companywide ESG strategy and path forward.

To determine the topics addressed in this report, we considered the Global Reporting Initiative (GRI) standards, the Sustainability Accounting Standards Board (SASB) standards for Biotechnology and Pharmaceuticals and the SASB standards for Medical Equipment and Supplies, as well as others. We believe the topics identified represent ESG issues significant to both our business and our stakeholders.

We welcome your feedback on this report. Please contact us at corporate.communications@bausch.com.

Our Approach to ESG

Bausch + Lomb is dedicated to implementing sustainable business practices and identifying opportunities to build and enhance ESG initiatives that support all stakeholders, including employees, consumers, eye care professionals and patients. While we are proud of the programs we have implemented and maintained in 2022, we recognize the dynamic nature of the ESG landscape presents continual opportunities for learning and improvement.

We are deeply committed to harnessing these opportunities—and evolving in a sustainable way—to fulfill our mission of helping people see better to live better. This is essential to understanding the needs of our patients and customers, ensuring the viability of our business and enriching the communities and natural environments where we live and work.

We firmly believe our foundational ESG work will enable us to continually approach sustainability in a more strategic manner. We look forward to the journey ahead as we strive to improve our interactions with the natural, human and social capital upon which our enduring success depends.



1853

1861

1875

1887



1902

Bausch + Lomb introduces the Balopticon slide projector.

2022 ESG Highlights

In addition to publishing this inaugural ESG report, in 2022 we continued to implement sustainable business practices and initiatives that support our stakeholders' well-being. Some key accomplishments include:

ENVIRONMENT HIGHLIGHTS



We have collected more than 58 million units, or 356,000 pounds, of used contact lens, eye care and lens care materials through our ONE by ONE and Biotrue® Eye Care recycling programs between 2016 and 2022. The ONE by ONE and Biotrue® Eye Care recycling programs were named gold winners in the Most Environmentally Friendly Service of the Year category by the 2022 Best in Biz Awards.

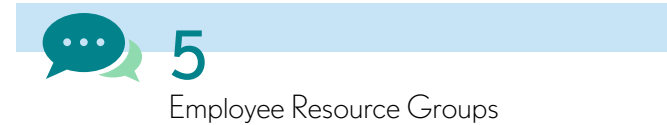


Our Rochester, New York, ("Rochester") contact lens manufacturing facility is home to one of the largest solar arrays of its kind—with 3,667 solar panels that reduce the company's carbon footprint by 800 tons of carbon dioxide per year.

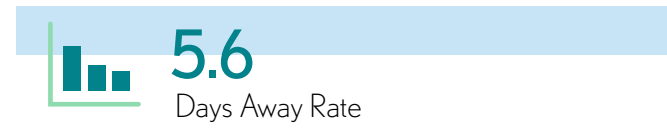


Our Waterford, Ireland, ("Waterford") facility utilizes an energy-efficient combined heat and power (CHP) plant that recovers thermal energy for heating. In addition, the facility houses a state-of-the-art nitrogen generation plant that eliminates the need for liquid nitrogen deliveries and reduces carbon dioxide emissions by 191 metric tons per year.

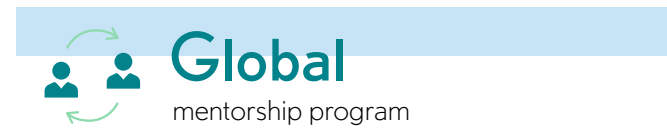
SOCIAL HIGHLIGHTS



We have five Employee Resource Groups (ERGs) with a combined membership of 500 employees: the Asian Heritage Network, Black and African Heritage Network, LGBTQ+ Network, Military Network and Women's Inclusive Network (WIN).



We achieved our corporate Not-to-Exceed Days Away Rate (DAR) goal of 7.2 with a rate of 5.6. DAR, a measure of the impact of workplace injuries and illnesses, is a key focus for our Environmental Health, Safety + Sustainability (EHS+S) teams.

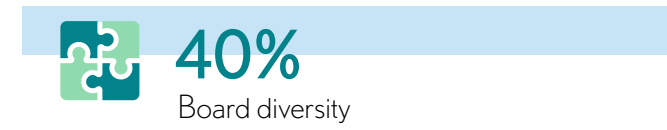


We designed and piloted a six-month global mentorship program to increase mid-career development and to grow diversity, specifically among people of color and women in manager and director roles.

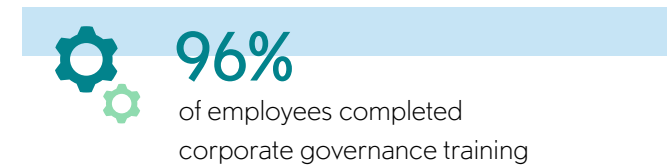
GOVERNANCE HIGHLIGHTS



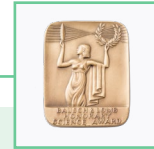
Employees completed more than 8,500 hours of computer-based and in-person cybersecurity training and awareness activities.



We exceeded our Board diversity goal of 30 percent.



In 2022, 96 percent of employees, including 99 percent of our senior leaders, completed [Code of Conduct](#) and corporate governance training, which covers our anti-bribery and business ethics reporting policies.



1933

Bausch + Lomb introduces its Honorary Science Award for high school students, a program that continues today in partnership with the University of Rochester.



1936

The first Ray-Ban aviator goggles for military pilots are produced.

1953

1954

1964

GOVERNANCE

Corporate Governance

Bausch + Lomb is committed to the highest standards of corporate governance in all we do. Our strong system of internal controls supports compliance with applicable laws and regulations around the world and enables us to maintain our stakeholders' trust. As the world and our business evolve, our robust governance structure helps us to adapt to changing conditions and manage emerging risks.

Bausch + Lomb currently maintains 40% Board diversity.



Our Board of Directors

Bausch + Lomb's Board of Directors ("Board") provides independent leadership that drives stakeholder value and guides our sustainable growth. The 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 that the Board should possess and annually reviews our corporate governance approach. The committee also reviews our voluntary 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 an ongoing basis, our [Corporate Governance Guidelines](#). Additional governance documents are available on [our website](#).

Our strategy and stakeholder relations are guided by the breadth and depth of expertise our Board brings to Bausch + Lomb. Demographics around the world are changing and becoming increasingly diverse. In health care, the patient base is evolving as well. We believe that diversity contributes to strategic debate and robust decision-making, and that this ultimately translates to better outcomes for the patients we serve around the world. Increasing the diversity of gender, race, ethnicity and age within our Board sets a standard for diversity, equity and inclusion (DE&I) at the highest levels of our organization and encourages an expanded range of thought and experience.

1933

1936



1953

The first films made with CinemaScope lens premier in movie theaters, bringing widescreen movie projection to the big screen.

1954

1964



ESG Governance

ESG governance and oversight allow us to understand, manage and hold ourselves accountable for the impact we have on people and the planet.

The Audit and Risk Committee, Nominating and Corporate Governance Committee and Talent and Compensation Committee share responsibility for oversight of our ESG practices and programs.

- The **Talent and Compensation Committee** oversees human capital management programs and the processes, policies and governance related to our executive compensation practices;
- The **Audit and Risk Committee** oversees our compliance and ethics programs; and
- The **Nominating and Corporate Governance Committee** oversees Board governance practices, environmental programs and corporate governance policies.

In its oversight role, the Board receives regular updates from each of these standing committees and from our leadership. The Nominating and Corporate Governance Committee receives a quarterly ESG status update that includes progress on the company’s sustainability programs.

Our commitment to strong ESG practices and governance is also enshrined in our Sustainable Business Policy.

Business Ethics and Compliance

Adhering to strong ethical standards and ensuring regulatory compliance are vital to Bausch + Lomb’s customer centric mission and to our success as a company. Our business ethics and compliance practices drive the quality and reputation of our products, our relationships with health care providers and how our products are priced—all of which directly impact our customers’ perception of our company. Our stakeholders trust us to uphold our reputation of customer centricity and ethical values, which requires diligent management of our business ethics and compliance initiatives. For more detailed information about our approach to ethical pricing, please see the [Patient Access and Fair Pricing](#) section.

At the highest levels of our organization, the Audit and Risk Committee of the Board oversees business ethics and compliance. The committee receives quarterly performance updates on our ethics and compliance programs, provides consultation regarding critical ethics investigations, approves annual strategic priorities and conducts quarterly reviews of internal audit results. Through this continuous dialogue with our leadership, our Board maintains direct oversight and sets the standards for ethics and compliance policies, training, monitoring and investigations.

Management responsibility for business ethics and compliance is held by our Ethics and Compliance team with close collaboration with our internal audit team. Additionally, global compliance officers manage alignment with local regulatory landscapes, and assess high-risk vendors for bribery and corruption risks. For more information, please see our [Supply Chain Management](#) section.

Our comprehensive [Code of Conduct](#) anchors our approach to ethics and compliance. Our Code describes our policies regarding conflicts of interest, privacy and confidentiality, patient interactions, anti-bribery and more. It also outlines expectations of employees when representing Bausch + Lomb, including our commitment to a “speak up” culture.

1933

1936



1953

Bausch + Lomb becomes a member of the National Safety Council.



1954

Bausch + Lomb receives an Honorary Award from the Academy of Motion Picture Arts and Sciences for contributions to the advancement of the film industry.

1964

Our success depends on each of our employees having the courage to speak up when we encounter situations that either are, or may be perceived as, unethical and/or violate the law, our Code of Conduct or our corporate policies. We maintain an international, anonymous Business Ethics Hotline for employees to report suspected violations, ask questions and seek advice—and we prohibit retaliation against those who raise concerns. The senior vice president of Ethics and Compliance carefully investigates each report submitted to our Business Ethics Hotline and facilitates a resolution with the proper level of management. Our [Business Ethics Reporting Policy](#) contains additional details.

In 2022, 96% of employees, including 99% of our senior leaders, completed Code of Conduct and corporate governance training, which covers our anti-bribery and business ethics reporting policies.



ETHICS TRAINING

Conducting annual training with employees helps build accountability for our culture of compliance and commitment to the highest standards of ethics and integrity. Annually, every Bausch + Lomb employee and contractor is required to complete training on key governance and business ethics policies, including our:

- [Code of Conduct](#);
- [Business Ethics Reporting Policy](#);
- [Global Anti-Bribery Policy](#); and
- [Insider Trading Policy](#).

We also mandate additional ethics training based on the needs of specific business activities or corporate goals. For example, our U.S. sales force is required to participate in yearly training on ethical sales and marketing practices at our National Sales Meeting.

1933

1936

1953

1954



1964

First images of the surface of the moon are taken using Bausch + Lomb Super Baltar lenses.

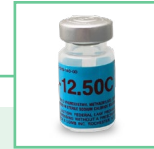
Patient Access and Fair Pricing

As an industry leader with products reaching millions of patients every year, Bausch + Lomb strives to make our products and surgical technologies accessible for any patient in need. Our pharmaceutical product pricing decisions consider the needs of different markets, the capacity of patients to afford their medication and the value our products bring to health care systems around the world.

Bausch + Lomb has a Pricing Committee that works to ensure patients in the United States have ready access to our products at a cost that is consistent with their ability to pay. The Pricing Committee includes members from a wide range of company functions, including medical affairs, market access, communications, finance, legal and compliance, and representatives from each business unit. Decisions of the Pricing Committee are subject to final approval by the CEO, and the Pricing Committee reports to our Board regularly. Pricing, contracting, compliance and reimbursement strategies and decisions must always adhere to all relevant laws, regulations and guidance pertaining to product pricing and price transparency.

Our pricing policy governs our branded prescription products' cost. For our surgical products and services, we offer nine types of contracts specialized to different types of surgical facilities, including flexible payment models, to ensure our sight-saving equipment is as accessible as possible.¹

¹ Information on Bausch + Lomb's pricing policy and surgical contracts is applicable to the United States only.



1971

SofLens® contact lenses, the first mass-produced soft contact lenses in the United States, launch.



1981

The company creates its first toric contact lens, and the following year launches its first bifocal contact lens in the United States.

1983

1986

1987

Principles guiding patient access solutions and product pricing:

- 1** We understand that some people may face financial obstacles that keep them from obtaining prescribed treatments. The purpose of the Bausch + Lomb [Patient Assistance Program](#) is to help those eligible patients who are prescribed certain Bausch + Lomb products obtain those products when financial circumstances or insurance status may otherwise interfere with the ability to do so.
- 2** We will ensure patients have access to our products. Our copayment support programs are designed to help eligible patients afford their medications.

- 3** We will make it easy for patients to navigate Bausch + Lomb's patient access solutions. This includes a clear and transparent process for gaining access to the medicines they need.
- 4** Our charitable donations directed to external foundations, patient advocacy groups and other organizations help provide access to our products to those in need in our communities.

We pledge that the average annual prices for our branded prescription medicines in the United States will rise by no more than single-digit percentages.

We believe our industry engagement and education efforts also support the accessibility of our products and services. For example, each year we train residents and fellows on new technology and surgical innovations, often inviting them into our regional wet labs for hands-on training. In 2022, we interacted with approximately 150 residents/fellows and students to familiarize them with Bausch + Lomb and its portfolio, and to provide hands-on experience where applicable with our surgical equipment. By partnering with more physicians, we can help more patients see better and live better. As we continue to expand our global reach, our Global Medical and Scientific Affairs Group aims to leverage our industry collaborations to systematically ensure patients' voices are reflected in our innovation and pipeline planning so we can develop focused solutions to address our patients' specific needs.



Supply Chain Management

To help us achieve our mission of helping people see better to live better, it is imperative that we are able to ensure an uninterrupted supply chain of our quality products. As part of that commitment, however, we recognize that supply chains can have an impact on the environment via energy use, waste and emissions. Additionally, recent geopolitical strains have further heightened the criticality of effective and responsible supply chains.

The Global Manufacturing and Supply Chain (GMS) organization is responsible for oversight of manufacturing facilities, warehousing and distribution, demand and supply planning, EHS+S and procurement. A performance-driven function, GMS holds weekly reviews with senior leadership to assess the health of our supply chain and quality systems. The same information is shared quarterly with our Board.

We believe that understanding supply chain performance is critical to all manufacturing and logistics employees. To assure continuous improvement, we utilize a daily three-tier review process focused on performance, safety and other key metrics. We also train our employees utilizing EHS+S principles and Enterprise Excellence techniques on a regular basis.

IN-KIND DONATIONS INCREASE ACCESSIBILITY

Bausch + Lomb is committed to helping patients access our life-altering surgical technologies. In 2022, we directly improved access by placing 22 of our Stellaris Elite[®] phacoemulsification machines, used in cataract surgeries, in teaching institutions around the United States without charge, so ophthalmological residents and fellows can train on the equipment. We strategically select institutions serving uninsured or underinsured patients, and we estimate for each machine, roughly 350 procedures are performed for free on underserved populations each year.

1971

1981



1983

Through the acquisition of the Polymer Technology Corporation, Boston[®] contact lenses and solutions brands join the Bausch + Lomb portfolio.



1986

Bausch + Lomb expands into ophthalmic pharmaceuticals with the acquisition of Dr. Mann Pharma and the following year, Pharmafair Inc.

1987

The GMS organization is committed to delivering high-quality products that meet or exceed customer expectations. We aim to minimize the environmental impact of energy usage, waste creation and emissions within our manufacturing/logistics operations, and we hold our suppliers to the same standards.

Complementing our [Code of Conduct](#), additional key policies outline our expectations of and guide our interactions with our suppliers:

- **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.
- **Legal Manufacturer, Manufacturing and Distribution Quality Agreement:** Defines the commitments that ensure products and services satisfy quality and regulatory requirements.
- **Purchase Order Terms and Conditions:** Dictates agreements with suppliers regarding product quality, human rights, environmental protection, data privacy and more.

Bausch + Lomb maintains a thorough process to evaluate risk and ensure quality and compliance throughout our supply chain. At the onboarding stage, direct material suppliers must complete a detailed questionnaire, and Bausch + Lomb conducts a risk assessment and site audit. Approved suppliers are monitored and audited to ensure they are upholding social, environmental and product expectations. We also conduct a distributor review process for any third-party interested in selling our products.

To protect human rights and uphold responsible environmental practices in our supply chain, we state in our Purchase Order Terms and Conditions that suppliers must comply with Bausch + Lomb's Code of Conduct. The Code of Conduct outlines our commitment to conducting 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 impacts of our operations.

In addition to enabling strong environmental and social practices in our supply chain, we are responsible for ensuring our products are delivered with quality and care before reaching our consumers. For additional information on quality at Bausch + Lomb, please see the [Product Quality and Safety](#) section.



1971

1981

1983

1986



1987

ReNu® multipurpose solution for soft contact lenses launches in the United States.



SUPPLIER DIVERSITY PROGRAM

Bausch + Lomb believes the company and the communities in which we operate benefit from sourcing practices that capitalize on the unique skills, knowledge, creativity and talent offered by a diverse supplier base. Our Supplier Diversity Program continues to establish and strengthen mutually beneficial relationships with small- and diverse-owned businesses to support communities and create a more competitive supplier base.

Our supplier diversity goals include:

- Communicating the value of supplier diversity to our internal and external stakeholders;
- Monitoring our progress and striving for continued improvement towards achieving our goals; and
- Continually seeking opportunities to purchase from small- and diverse-owned businesses.

We continually work to expand our diverse supplier networks through participation in an array of events with the following diversity organizations, such as:

- The Elite Service-Disabled Veteran Owned Business Network;
- Women's Business Enterprise National Council;
- National Minority Supplier Development Council;
- Diversity Alliance for Science; and
- HUBZone Contractors.



1996

Bausch + Lomb releases 15 new pharmaceutical products, greatly expanding its global pharmaceutical portfolio.



1997

Bausch + Lomb establishes a surgical business unit through acquisitions of Chiron Vision and Storz® Ophthalmics, focusing on cataract, refractive and vitreoretinal surgery.

1998

1999

2001

Cybersecurity

Our stakeholders trust us to deliver quality products and protect sensitive information. Accordingly, effective cybersecurity practices are critical to conducting our day-to-day operations, safeguarding customer privacy and maintaining business resilience. Our cybersecurity program uses a risk-based approach to implement multi-layered controls that enable us to maintain agility while protecting critical infrastructure and data.

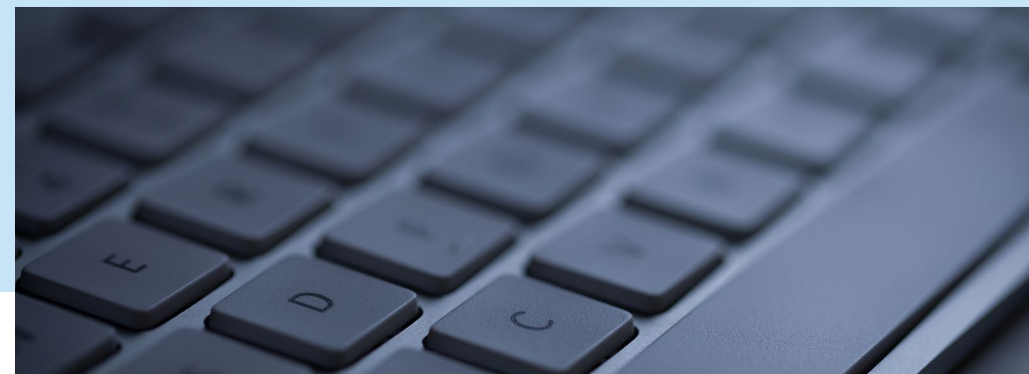
Because cybersecurity and data privacy can affect all facets of our business, we employ governance structures that facilitate cross-functional, proactive risk management. Our cybersecurity and risk management team is responsible for the operationalization of cybersecurity and data privacy practices. The team is overseen by the Executive Committee and the Audit and Risk Committee of the Board—both of which 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.

Our global, comprehensive policy set outlines our practices and expectations regarding cybersecurity and data privacy. These policies also account for cybersecurity resilience and data privacy throughout our supply and distribution chains to protect product quality and promote responsible practices. Following Bausch + Lomb's initial public offering in May 2022, we began working to align our program and policies with the National Institute of Standards and Technology Cybersecurity Framework.

Bausch + Lomb emphasizes continuous risk evaluation and mitigation to improve our cybersecurity program's resilience and instill a culture of vigilance across our business. To promote employee awareness of best practices, we socialize policies and tips through our intranet site, send regular phishing simulations, email newsletters and host cybersecurity learning exercises, all in addition to our standard training. In October 2022, we held our annual Cybersecurity Awareness Month, where we facilitated 34 online learning sessions with participation from employees around the globe.

Bausch + Lomb participates in various cybersecurity network memberships, including:

- [H-ISAC](#): a global cybersecurity best practice-sharing and threat intelligence network for health care stakeholders.
- [Domestic Security Alliance Council \(DSAC\)](#): a partnership between U.S. government agencies and private sector organizations that exchanges security and intelligence information.



DATA CENTER SUSTAINABILITY

In 2022, Bausch + Lomb moved 100 IT applications from on-premise data centers to Microsoft Azure Cloud storage to increase usability, accessibility and security. This initiative resulted in carbon emissions savings of 46% by using cloud services over on-premise equivalents, considering the purchase of zero-emission renewable electricity to power the cloud.

1996

1997



1998

LOTEMAX® (loteprednol etabonate ophthalmic suspension) 0.5% and Alrex® (loteprednol etabonate ophthalmic suspension) 0.2% launch in the United States.

1999

2001

ENVIRONMENT

Global Governance, Principles and Policies

Bausch + Lomb recognizes we must continue reducing our waste streams, water usage, energy consumption and carbon emissions to minimize our environmental footprint. With a presence in approximately 100 countries around the world, our efforts can have an impact around the globe. We know strong environmental performance is important to regulators, employees, business partners and many others, and it is also critical to our reputation and ability to attract new talent. Effective environmental management is a considerable driver of exceptional business value, and we continuously strive to improve our performance for the well-being of our business, our communities and our planet.

We maintain strong oversight and accountability structures to ensure the effectiveness of our environmental management. Our global EHS+S organization operates as the company's steward for environmental practices across our businesses, with additional oversight from the Board. At the site level, we employ EHS+S managers who ensure facilities operate in alignment with internal and external policies, procedures and standards. Our staff are supported and guided by more than 30 corporate EHS+S policies, which cover procedures for preventing, auditing, reporting, responding to and correcting environmental issues.

75%

of our sites are ISO 14001 certified, and 60% are ISO 45001 certified, while our Waterford and Rochester contact lens manufacturing sites are ISO 50001 certified.

Bausch + Lomb upholds environmental best practices and compliance through our corporate compliance audit program and external certifications. We conduct regular internal audits for both regulatory and internal compliance with our policies, procedures and standards. We also receive external audits of our management systems as part of our International Organization for Standardization (ISO) certifications.

Employee training is another important element of our environmental management programs. From the start of an employee's tenure, orientation for new hires includes education and training on our EHS+S practices. Additional training may include site-specific training on topics such as chemical management, safety data sheets, spill response and emissions inventories.

The EHS+S team maintains a critical focus on monitoring, managing and reducing key environmental metrics—particularly related to Fuel, Energy, Water and Waste (FEWW). These metrics are recorded and monitored in our centralized data management system, along with all other EHS+S data and performance metrics. All of our global sites are empowered to develop and manage customized sustainability initiatives designed to continually improve local operations and preserve, protect and sustain the environment, natural resources and our communities.



1996

1997

1998

1999



1999

PureVision® contact lenses, the first silicone hydrogel contact lenses in the United States, launch.



2001

PreserVision® eye vitamins launch in the United States.



GLOBAL SUSTAINABILITY COMMITMENTS

The company's comprehensive set of EHS+S policies provide the foundation for our global sustainability commitments, which include:

- **Conducting our business in a way that provides a safe and healthy workplace** for our employees and protects the environment.
- **Giving purchasing preference to environmentally sustainable products and services** that are comparable to their standard counterparts in quality, price and performance.
- **Designing our products and manufacturing processes to meet both customer and consumer needs for performance, quality and efficacy**, as well as to meet and exceed standards for efficiency and minimization throughout the product life cycle.
- **Optimizing the use of packaging materials** to reduce waste and continually improve our processes.

Energy

Effective energy management reduces our environmental footprint. We strive to improve our energy usage by increasing our utilization of renewables, implementing green building practices where possible and upgrading our systems and equipment to be more energy efficient, among other practices.

Specific examples of recent initiatives to improve our energy usage include:

LEED Certification

- We mandate all new builds must be LEED-certified under the U.S. Green Buildings Council; since 2015, all contact lens manufacturing site upgrade projects have been certified to LEED. A recent manufacturing addition to the Rochester site achieved certification to LEED v4 Building Design and Construction: New Construction and Major Renovations in 2022. Our Waterford site expansion achieved LEED Silver certification in 2022.

ISO Registration

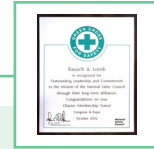
- Rochester and Waterford are ISO 50001 registered, ensuring a systematic approach to energy management and efficiency.

Systems, Equipment and Building Upgrades

- Upgraded the cooling system in our Berlin, Germany, ("Berlin") facility to reduce energy consumption.
- Our location in South Korea is replacing its existing lighting with high-efficiency LED lighting.
- Upgraded to energy-efficient dehumidification equipment in our Porto Alegre, Brazil, ("Porto Alegre") facility.

Bausch + Lomb's total energy consumption in 2022 was 1,755 terajoules.^{1,2,3}

- 1 Energy data is reflective of calendar year 2022 (January-December).
- 2 Natural gas consumption is reported by 21 sites. Diesel oil consumption is reported by 2 sites.
- 3 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.



2002

Bausch + Lomb is recognized for 50 years of membership in the National Safety Council, receiving Charter Membership Status.

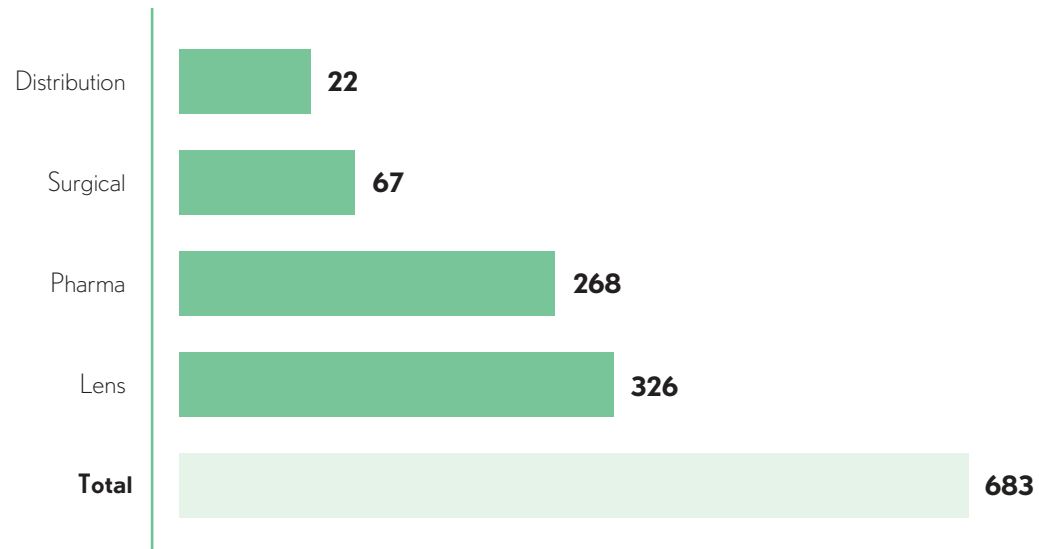
2005

2006

2007

2008

ELECTRICITY CONSUMPTION PER BUSINESS UNIT (TERAJOULES)^{1,2}



1 Energy data is reflective of calendar year 2022 (January-December).

2 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.



SOLAR UPTAKE IN ROCHESTER AND AUBENAS, FRANCE

Our Rochester contact lens manufacturing facility is home to one of the largest solar arrays of its kind in the Finger Lakes region of New York with 3,667 solar panels. Installed in 2014, this solar array generates and supplies electricity to the company's facility and provides 1,191,053 kilowatt-hours (kWh) of electricity, which reduces the company's carbon footprint by 137 tons of carbon dioxide equivalent (CO₂e) emissions per year. The solar farm at our Aubenas site, which was installed in 2019, generated 453,468 kWh of electricity in 2022, enabling the company to avoid 24.1 tons of CO₂e emissions.

2002



2005

Retisert[®] (fluocinolone acetonide intravitreal implant) 0.59 mg is approved by the FDA as an orphan drug.



2006

Bausch + Lomb receives U.S. FDA clearance for SofLens[®] daily disposable contact lenses.

2007

2008

Water

Water is vital to our business as a resource and as a component in our lens care and pharmaceutical products. Accordingly, managing our water consumption is an important element of our overarching environmental strategy and impact. We aim to increase yield for our products while conserving water usage across our operations through equipment modernization and ongoing updates to our management systems and conservation strategies.

Recent accomplishments pertaining to our water management include:

- A water savings project at our Greenville, South Carolina (“Greenville”) site, involving a program change to the Clean-In-Place system, will result in a savings of 2 million gallons per year by utilizing the water in the process rather than going to drain.
- Reverse osmosis-powered equipment was installed and a wastewater monitoring system was implemented in our facility in Milan, Italy, to reduce wastewater generation and evaluate water conservation strategies.

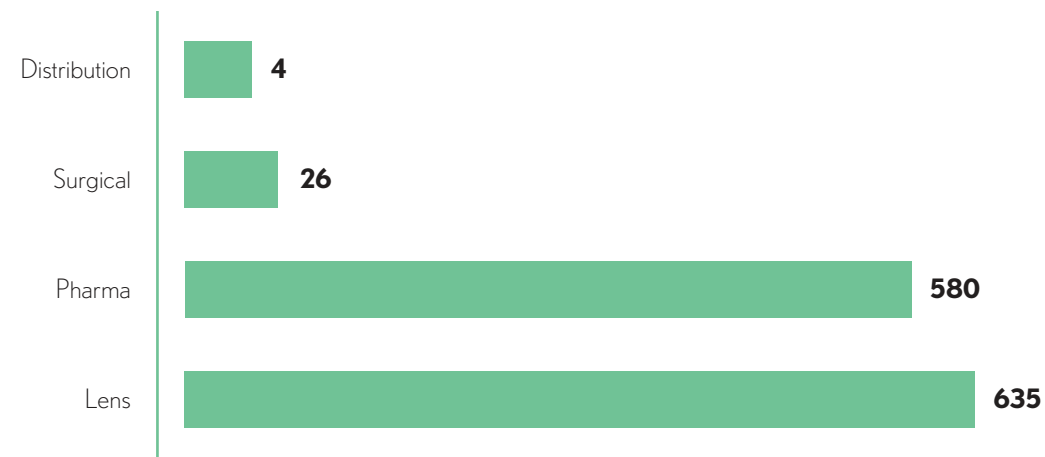


Bausch + Lomb’s total water withdrawal in 2022 was 1,245 megaliters.¹

¹ Water data is reflective of calendar year 2022 (January–December) as reported by sites using third-party invoices or metering of water entering into the site. 24 out of 26 sites are included.

- In 2022, our Tampa, Florida, site started capturing the reject brine wastewater generated from its reverse osmosis system and reused this water in its cooling towers. This eliminated the purchase of 5.4 million gallons of new water, resulting in \$73,000 in cost avoidance in the first 6 months of implementation. We estimate savings of approximately 8 million gallons and \$110,000 over the course of the next year.
- At our Porto Alegre site, rainwater harvesting systems were installed in 2022, and the collected water was utilized for cleaning. The rainwater replaces potable water purchased from the Porto Alegre water company. The site also installed water flowmeters to analyze monthly water consumption, enabling it to scale the required rainwater storage volume and water used monthly.

WATER WITHDRAWAL PER BUSINESS UNIT (MEGALITERS)¹



¹ Water data is reflective of calendar year 2022 (January–December) as reported by sites using third-party invoices or metering of water entering into the site. 24 out of 26 sites are included.

2002

2005

2006



2007

The Stellaris[®] vision enhancement system is launched in the United States and breaks new ground in cataract surgery.



2008

The acquisition of Eyeonics adds Crystalens[®] IOL—the first U.S. FDA-approved accommodating intraocular lens for the treatment of cataracts.

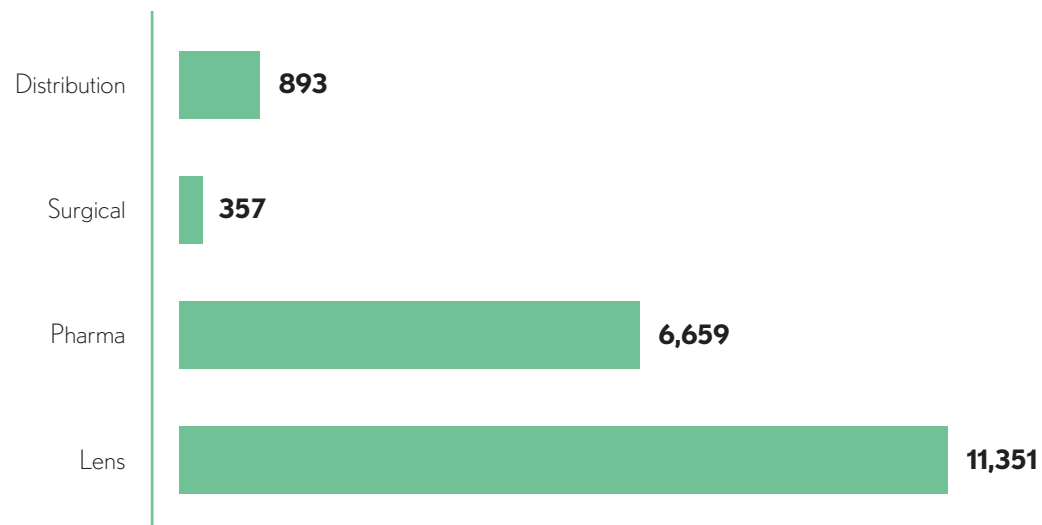
Waste

Bausch + Lomb has made notable strides in reducing waste in our operations and from our products. We achieved this through a variety of initiatives related to food waste, green packaging commitments, product recycling and more.

Examples of waste management efforts include:

- At our U.S. corporate offices in Bridgewater, New Jersey, the cafeteria utilizes a program that tracks and helps to minimize food waste during meal preparation and cooking.
- In 2022, our Rochester site achieved Zero Waste to Landfill Silver Operations under UL 2799, with a 94 percent diversion rate and 3 percent Thermal Processing with Energy Recovery.
- In 2021, removing the need for certain paper inserts from U.S.-branded ReNu and Biotrue products resulted in the elimination of nearly 30 million inserts and more than \$336,000 in material costs savings. Today, where some inserts are still necessary, the company is using paper derived from 100 percent virgin eucalyptus fibers certified by the Forest Stewardship Council.

WASTE GENERATION PER BUSINESS UNIT (METRIC TONS)¹



¹ Waste data is reflective of calendar year 2022 (January-December).

In 2022, Bausch + Lomb's total weight of waste generated was 19,260 metric tons.^{1,2}

- Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/ industrial waste, solid waste, and biomedical waste across reporting sites. As Bausch + Lomb continues to advance our site level reporting and data collection, we intend to disclose updated metrics for total waste generated as well as waste generated by category.
- Waste data is reflective of calendar year 2022 (January-December).



2009

Besivance® (besifloxacin ophthalmic suspension) 0.6% is introduced in the United States.



2010

Biotrue® multi-purpose solution and PureVision®2 contact lenses are introduced in the United States.

2011

2012

2013



DRIVING MATERIAL CIRCULARITY AT BAUSCH + LOMB

Bausch + Lomb continued to focus on material efficiency and circularity in 2022. We are proud to share our efforts across the following new and ongoing programs:

ONE by ONE and Biotrue® Eye Care Recycling Programs: Since 2016, our ONE by ONE and Biotrue® Eye Care Recycling Programs have reduced waste generated from contact lens materials—collecting more than 356,000 pounds of used contact lens, eye care and lens care materials by the end of 2022. Through these programs, contact lens wearers can bring their used contact lenses and packaging to any of the more than 5,500 optometry practices registered to the initiatives, which collect the materials in a custom recycling bin provided by Bausch + Lomb. Once filled, the practice sends the materials to TerraCycle®, a global leader in recycling hard-to-recycle material, for proper recycling.

Project Watson™: In 2022, Bausch + Lomb launched Project Watson, a new line of products specifically formulated to help support dogs’ eyes, ears and overall well-being. Specifically, we incorporated sustainability elements into the packaging and the recyclability of the packaging.

EyeSustain: Bausch + Lomb is an active participant in EyeSustain, a global coalition of eye societies, organizations and ophthalmologists collaborating to make ophthalmic care and surgery more sustainable. Through this coalition, we work with ophthalmologist practices to provide guidance on how they can reduce waste in operating rooms, primarily from products and packaging.



2009



2010

Bausch + Lomb Lacelle™ contact lenses are introduced in China.



2011

LOTEMAX® Ointment (loteprednol etabonate ophthalmic ointment) 0.5% launches in the United States.

2012

2013

Emissions

Climate change impacts our company, communities and planet. To minimize these impacts, Bausch + Lomb focuses on reducing greenhouse gas (GHG) emissions across our business. In 2022, we began comprehensively capturing Scope 1 and 2 emissions and we reported to CDP, a non-profit organization that helps companies disclose their environmental impact. We are evaluating and determining our Scope 3 emissions. These efforts will enable us to identify opportunities and develop plans for further emissions reductions.

Recent efforts to reduce global emissions include:

- **Electric vehicle (EV) charging:** To complement our existing inventory of EV charging stations, in 2022 we installed additional charging stations at our sites in Waterford, Rochester, Greenville, Berlin and Lancaster, New York.
- **Nitrogen-generating plants:** Installed nitrogen-generating plants at the Waterford and Rochester sites; with this enhancement, each plant eliminates 54 liquid nitrogen tanker deliveries per month—resulting in a reduction of almost 200 tons of GHG emissions per year.
- **Green electricity:** Waterford participates in the “100 percent Green Electricity Price Plan” with a local electricity provider, which delivers electricity using renewable resources. In 2022, the site consumed 29,744,586 kWh through the plan, which has zero emissions per kWh.

GHG EMISSIONS PER BUSINESS UNIT (METRIC TONS CO₂e)^{1,2,3}



1 Emissions data is reflective of calendar year 2022 (January–December).
 2 Scope 1 emissions include site mobile combustion (13 out of 26 sites), corporate jet, and U.S. fleet of sales vehicles.
 3 Scope 2 emissions include 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.

Bausch + Lomb's Scope 1 and Scope 2 GHG Emissions in 2022 were 106,676 metric tons CO₂e^{1,2,3}

- 1 Emissions data is reflective of calendar year 2022 (January–December).
- 2 Scope 1 emissions include site mobile combustion (13 out of 26 sites), corporate jet, and U.S. fleet of sales vehicles.
- 3 Scope 2 emissions include 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.



2009

2010



2011

NATURELLE™ contact lenses are launched in Korea.



2012

The acquisition of ISTA Pharmaceuticals adds Bromday® (bromfenac ophthalmic solution) 0.09%, Bepreve® (bepotastine besilate ophthalmic solution) 1.5%, Istalol® (timolol maleate ophthalmic solution) 0.5%, and Vitrase® (hyaluronidase for injection) to its product portfolio.

2013

SOCIAL



Product Quality and Safety

Health care providers and patients rely on our products for sight-saving interventions—making product quality and safety one of our most important responsibilities. We equate business excellence with quality excellence. To comply with applicable laws and regulations and support the well-being of patients around the world, we embed quality and safety management practices throughout the product lifecycle.

Bausch + Lomb operates an independent quality function led by the Chief Quality Officer, who reports directly to the CEO and presents regular quality updates to the Board. The quality leadership team reports to the Chief Quality Officer and works closely with legal, regulatory affairs, R&D and manufacturing and supply chain leaders, as well as leadership from each commercial function. Each facility that manufactures Bausch + Lomb products has a quality assurance head in charge of implementing quality strategy.

OUR GLOBAL QUALITY POLICY

At Bausch + Lomb, we achieve quality health care outcomes for our patients and customers to protect and enhance the gift of sight—through every phase of life, by our people delivering value through innovation and efficiency. Our quality commitment is to earn the trust and confidence of our customers every day by delivering effective, safe and consistent quality products and services and always meet regulatory requirements.

All of us at Bausch + Lomb are entrusted with this responsibility, and we have instituted an effective, efficient and compliant quality system, and a global culture of continuous improvement, which are essential to achieving these goals.

Our quality commitment is to strive to exceed the growing expectations of our customers by consistently and efficiently delivering safe and effective products that are available to patients when they need them, while always meeting regulatory requirements.

Our **E²C Quality** approach focuses on:



Effectiveness for Patients

Consistently meet or exceed customer requirements with robust quality systems to deliver products and services that are available when needed, price competitive, safe and effective.



Efficiency for our Stakeholders

Achieve operational excellence by right-first-time design, execution and optimization of resources and lean processes.



Compliance for our Regulators

Consistently meet the evolving quality standards and regulatory requirements by continuous improvement of systems and processes.

2009

2010

2011

2012



The U.S. FDA approves enVista® intraocular lens.



Bausch + Lomb receives U.S. FDA clearance for Biotrue® ONEday daily disposable contact lenses.

2013



Our quality commitments are executed through Bausch + Lomb's Global Quality Management System (QMS), which anchors our approach to ensure 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. The QMS is executed with a fit for purpose approach to ensure sustained quality.

Audits and inspections further support our quality and safety management. External health authority inspections include the U.S. Food and Drug Administration (FDA), Health Canada, Ireland's Healthcare Products Regulatory Agency, the UK's Medicines and Healthcare products Regulatory Agency, the European Medicines Agency and competent country authorities where the company operates. The company's medical devices are audited by Notified Bodies for CE Marking, for ISO standard compliance and for regulatory compliance annually.

ENTERPRISE EXCELLENCE

We recognize that product quality can only be attained and sustained by building a culture of process excellence across the entire enterprise. Enterprise Excellence at Bausch + Lomb centers around creating and encouraging a sustainable culture of continuous improvement focused on driving results. Our strategy is to empower employees to always look for better ways to accomplish their work and achieve the right results in the right way. We support this strategy by using proven tools and methods to implement business systems that sustain positive results and behaviors. Leadership is committed to a culture that encourages all of our employees to challenge the status quo and participate in improvement activities that will ultimately make Bausch + Lomb better and stronger for years to come. To encourage and recognize operational excellence across our manufacturing sites and logistic centers across the world, we present Site Excellence Awards annually based on a series of operational criteria, including achieving certain internal efficiency and safety goals.

2009

2010

2011



2012

U.S. FDA clearance for VICTUS® Femtosecond Laser Platform is received.

2013



The U.S. FDA approves TRULIGN® toric intraocular lens.



PreserVision® AREDS 2 Formula eye vitamin and mineral supplement are introduced in the United States.

Through our internal audit program, we continually assess the effective deployment of our QMS across global sites. We also audit our suppliers for compliance with pertinent regulations and standards. Additionally, we conduct thorough investigations of our own operations and of our suppliers when out-of-specification results or other failures in manufacturing processes or quality systems are detected. Subject-matter experts assess incidents to identify corrective and preventive actions, which are tracked to assure timely completion and effectiveness.

Bausch + Lomb closely evaluates product quality and safety performance to ensure a continued state of regulatory compliance and quality excellence. Our comprehensive Quality Performance Indicators, which are linked to our corporate strategic plan and annual strategic priorities, help us to drive sustained E²C Quality, create a culture of continuous improvement and identify and communicate risks that could impact product availability and freedom to operate.

BAUSCH + LOMB'S GLOBAL PHARMACOVIGILANCE AND RISK MANAGEMENT PROGRAM

Bausch + Lomb maintains both a Global Device Vigilance/Case Management and Pharmacovigilance and Risk Management (GPRM) Policy and programs to detect, report and act on any safety or quality concerns for products in development and throughout the product lifecycle.

Our device vigilance and pharmacovigilance programs are supported by annual adverse event recognition and reporting training, which helps ensure adverse events are reported to monitor patient safety and meet our global regulatory obligations.

The strength of our program is reflected in our performance—our GPRM organization is proud to have no critical finds from recent audits and inspections.



Attraction, Engagement and Culture Development

Attracting, engaging and retaining talent is crucial to delivering on our mission to help people see better to live better and, in the process, ensuring Bausch + Lomb is a great place to work—particularly in an increasingly competitive landscape. Our employees and culture are integral to our 170-year history, and we want employees to continue feeling proud to be part of our company. We prioritize our people through a commitment to build a culture of engagement and a focus on helping individuals be their best selves. We believe we can fulfill our mission by having motivated, engaged and committed employees.

Our human resources organization manages talent attraction and employee engagement initiatives with oversight from the Executive Committee and the Talent and Compensation Committee of the Board. Each year, the Executive Committee sets strategic priorities for the company—and one of these priorities is making Bausch + Lomb a great place to work by recruiting, engaging, developing and rewarding top talent.

2014



Bausch + Lomb ULTRA[®] silicone hydrogel monthly contact lenses and Biotrue[®] ONEday for Presbyopia contact lenses are introduced in the United States.



3,667 solar panels are installed at the Rochester site, reducing Bausch + Lomb's carbon footprint by 800 tons of carbon dioxide per year.

2015

2016

2017

2018

Our talent acquisition strategy is rooted in understanding our existing employee population and where our business requires additional resources. To support recruitment efforts, we partner with several external agencies and associations. Bausch + Lomb also conducts annual succession planning for critical positions and talent reviews to identify potential successors and their readiness for advancement. We are focusing on increasing female representation globally and increasing minority representation in the United States at all management levels.

Numerous development and engagement programs supporting personal and professional development have contributed to many employees' long tenure with Bausch + Lomb. Our programs include voice of the employee surveys, listening sessions, learning and development offerings, ERGs, community engagement initiatives and rewards and recognition programs. In 2022, our employee engagement survey captured more than 9,500 employees' perspectives on topics spanning career development, DE&I, talent management, well-being and more. Overall, the results were positive and confirmed that our commitment to building an engaged workforce and a strong company culture is effective.



EMPLOYEE ENGAGEMENT SURVEY HIGHLIGHTS

95%

of employees understand how their work contributes to overall company objectives.

90%

of employees agree Bausch + Lomb has a collaborative culture where colleagues get along, and morale is generally high.

83%

of employees feel enabled to get the job done with access to the right tools and resources.

82%

of employees experience a culture founded on dignity and respect.

We look forward to further developing action plans based on these results to continue cultivating an inviting and engaging culture at Bausch + Lomb.

2014



2015

The acquisition of Synergetics USA Inc. and Acrivet expand the surgical product portfolio to include retina surgery products and veterinary ophthalmic products, respectively.



2016

Acquisition of Alden Optical Laboratories increases access to specialty modalities, including the Zenlens® scleral lens and NovaKone® soft contact lens for keratoconus.

2017

2018



2022 CEO AWARD

In 2022, one recipient of the Bausch + Lomb CEO Awards—which recognize and celebrate the major achievements of individuals and teams whose efforts have resulted in the continuing success of our organization—was a U.S. Vision Care team that overcame challenges to bring SILSOFT® contact lenses to pediatric patients.

SILSOFT lenses are a leading treatment option for pediatric patients recovering from cataract surgery. Congenital cataracts are a rare disease, affecting roughly four out of 10,000 people.

When the packaging for SILSOFT needed to be replaced due to obsolete components, there existed a possibility that the company may have to discontinue the production of the lenses in the United States. The team collaborated with the U.S. FDA to expedite approval of a new packaging system that met manufacturing and regulatory requirements. While this is usually a process that takes up to six or nine months, Bausch + Lomb was able to obtain approval in only six weeks.



For what it's worth, I realize this medical device affects a small portion of the population, but for those who need it most, it is truly essential. Thank you for working to make this happen.

Mother of Pediatric Patient with Congenital Cataracts

2014

2015



2016

Bausch + Lomb ULTRA® for Presbyopia contact lenses launch in the United States.



2017

Stellaris Elite® vision enhancement system for cataract and retina surgery launches in the United States.

2017

2018

Learning and Development

We place great importance on cultivating a high-performance, results-oriented culture where employees feel equipped to go above and beyond. Throughout their tenure with Bausch + Lomb, we provide a variety of development programs to support our employees at every stage of their career.

Similar to our engagement initiatives, learning and development programs at Bausch + Lomb are driven by Human Resources, with oversight from the Executive Committee and the Talent and Compensation Committee of the Board.

All employees are afforded the opportunity to create an Individual Development Plan, which guides personal and professional development and helps employees reach their short- and long-term goals. All employees can also access our development guide, which offers actions, activities and workshops aligned to leadership competencies. Our learning catalog introduces online courses and workshops to support employee training and development. These resources are available in multiple languages and are utilized around the world.



2014

2015

2016

2017



The U.S. FDA approves VYZULTA® (latanoprostene bunod ophthalmic solution) 0.024%.



Bausch + Lomb announces the introduction of Bausch + Lomb AQUALOX® silicone hydrogel contact lenses to the Japanese market.

2018



GLOBAL LEARNING AND DEVELOPMENT NOMINATION PROGRAMS

We deliver a series of Global Learning and Development Programs to support the growth of current and future leaders at different stages of their careers. These programs include:

- **Frontline Leader Impact Program:** A 10-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 Participants:** A 7-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;
- **Emerging Leaders Cohort Leads:** Leaders engage, coach and lead a cohort of emerging leaders through monthly tasks and application of skills; and
- **Exec Online Program:** Exec Online partners with elite business schools to deliver impactful virtual learning experiences. Learners experience live and recorded video lectures and earn business school certificates. Real-world projects drive impact and enable visibility. Participants choose a course from 12 options to support their development plan with 3- and 6-week programs.

In addition to formal learning programs, we encourage on-the-job development and regular coaching and feedback from direct managers to assist our employees as they pursue business goals and development plans.



It's so important to hone our skills as leaders, and this workshop gave me a ton of perspective and ways to apply gained knowledge!

Frontline Leader Impact Participant, December 2022

2014

2015

2016



2017

Bausch + Lomb ULTRA® for Astigmatism and Biotrue® ONEday for Astigmatism contact lenses are introduced in the United States and Bausch + Lomb launches Bausch + Lomb ULTRA® for Presbyopia expanded parameters in the United Kingdom.



2018

The First-in-class eyeTELLIGENCE™ application is now available exclusively on the Stellaris Elite® vision enhancement system in the United States.

Diversity, Equity and Inclusion

Bausch + Lomb is dedicated to fostering an inclusive work environment where everyone feels welcomed, supported and valued for their talents and contributions. Our global DE&I strategy centers on connecting employees to our company, each other and our communities to cultivate a sense of trust, respect and belonging for all. We are proud of our diverse team of colleagues, as each of us brings our own ideas, viewpoints and experiences to the workplace every day.

Valuing and promoting DE&I is also central to how we attract and retain top talent, drive engagement, impact our communities and meet the evolving expectations of other key stakeholders. We recognize our need to continue learning, growing and enhancing DE&I across our organization, while taking pride in our current programs and initiatives and evolving new programs for the future.

Bausch + Lomb's DE&I Council is comprised of members of the Executive Committee and has responsibility for our DE&I strategic framework and regularly reports to the Nominating and Governance Committee of the Board.

Recently, the DE&I Council participated in the Expanding Equity Program, sponsored by the W.K. Kellogg Foundation and McKinsey & Company, to gain insights on how we can advance our DE&I strategy and offerings. The program guided the council through a set of structured workshops, activities and coaching sessions ranging from aspiration-setting to initiative development and implementation. Initiatives, goals and key performance indicators have been established to drive progress across the following four pillars of equity: attract, develop, promote and influence.

To support a culture of DE&I and an environment of inclusivity for all employees, Bausch + Lomb has active programs that span across all four pillars.

Attract

We partner with external agencies and associations to embed DE&I in our recruitment efforts. Our alliances through the Direct Employers Association support hiring across diverse populations—including those with disabilities, as well as veterans or active members of the military.

Belong

Our DE&I educational series "Creating a Sense of Belonging" features at least one virtual event per month, with content spanning heritage months, equitable leadership and disability inclusion.

Promote

After recognizing an opportunity to increase representation among people of color and women in manager and director roles, we developed and piloted a six-month global mentorship program to increase mid-career development and growth of diversity, with an anticipated broader launch in 2023.

Influence

We approach DE&I through charitable contributions, our Supplier Diversity Program and external survey recognition. We strive to support active and positive change in all these areas and have identified initiatives to support us in this endeavor.

Bausch + Lomb is dedicated to ongoing improvement and learning throughout the company, and we look forward to continuing our DE&I journey in 2023 and beyond.

THE FOUR PILLARS OF EQUITY



2014

2015

2016

2017

2018



LUMIFY® redness reliever eye drops launches in the United States.



Construction begins on the LEED-certified manufacturing facility in Waterford.

BAUSCH + LOMB'S EMPLOYEE RESOURCE GROUPS

Bausch + Lomb is dedicated to fostering an inclusive work environment where everyone feels welcomed, supported and valued for their talents and contributions. Our ERGs have helped strengthen our DE&I strategy by providing opportunities for professional growth, development and informal networking. Our active ERGs are as follows:



Asian Heritage Network

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



Military and Veteran Network

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



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

To celebrate the community of LGBTQ+ employees at Bausch + Lomb and to provide them with the resources needed for growth and development.



Women's Inclusive Network

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



Bausch + Lomb's Military and Veteran Network sponsored a food truck dinner for local New Jersey residents of Community Hope, a non-profit organization whose mission is to help individuals, including veterans and their families, overcome mental illness, addiction, homelessness and poverty by providing housing and support services.



2019

The U.S. FDA approves LOTE[®]MAX[®] SM (loteprednol etabonate ophthalmic gel) 0.38%.

2020

2021

2022

Health, Safety and Well-Being

Bausch + Lomb is firmly committed to our employees' health, safety and overall well-being. Sustainable growth of both our employees and company depends on our colleagues feeling safe, healthy and fulfilled to perform well at work. Moreover, our safety program is key to facilitating compliance with applicable government-mandated safety regulations.

Beyond core safety principles, we focus on employee physical, emotional and financial well-being by crafting and deploying offerings that enable employees to achieve their goals inside and outside of work. Ultimately, holistic employee health is key to our day-to-day operations and our long-term competitive success as a business.

Health and Safety

Health and safety have been at the core of our culture since our founding, long before companies were mandated to adhere to such standards. Maintaining a mature health and safety program means more than compliance; it means going beyond compliance to minimize workplace illness and injury, reducing costs of medical treatment and ensuring employees return home safely to their loved ones every day.

Health and safety are managed through our EHS+S organization, which reports this performance to the Board on a routine basis. Each facility worldwide has its own EHS+S manager to implement standards and procedures, ensure compliance with local regulations and foster a culture of safe behavior. At our larger U.S. manufacturing sites and where required by regulation, occupational health nurses support employees' daily medical needs, compliance program-required medical surveillance and the implementation of physical well-being programs. Our staff are supported and guided by more than 30 corporate EHS+S policies, procedures and standards, which cover procedures for preventing, auditing, reporting, responding to and correcting health and safety issues.

In 2022, we achieved our corporate Not to Exceed DAR goal of 7.2 with a rate of 5.6.

Our management systems, policies and internal auditing focus on meeting or exceeding legal regulations and industry best practices. Beyond our internal policies and procedures, external certifications also reflect our rigorous health and safety management. We are proud to maintain ISO 45001 certification at 60 percent of our facilities.

We evaluate our health and safety performance by setting company-wide and facility-level goals each year. We closely monitor health and safety metrics, which are tracked and managed within our centralized data management system, with a particular focus on our Days Away Rate (DAR), Job Safety Analyses and Risk Assessments.

Our employees are always learning and refreshing their working skill sets through site-specific training programs. Employees receive training on an array of topics, such as equipment safety, emergency/evacuation response, preventive safety measures, hearing conservation, ladder safety, personal protective equipment, electrical hazards, material handling, proper incident reporting, lab safety and more.



2019



Bausch + Lomb ULTRA® Multifocal for Astigmatism contact lenses launch in the United States. The following year, the lenses are launched in Europe.



Solar panels are installed at the Aubenas, France facility.

2020

2021

2022

Well-Being

Employee well-being is paramount to our colleagues' ability to pursue their goals at work as well as manage the responsibilities of family life, community leadership or any other role they value outside of work. Our three pillars of well-being—Physical, Emotional and Mental, and Financial—represent our commitment to supporting employees in all aspects of their professional and personal lives.

Bausch + Lomb strives to maintain best-in-class benefits offerings to encourage our employees' holistic well-being. Our offerings align with employee needs and industry expectations. To develop our benefits, we leverage both external expertise and stakeholder input from across the business, culminating with a presentation to, and feedback from, the Talent and Compensation Committee of the Board. After the annual benefits and well-being programs are finalized each year, we prioritize streamlined and coordinated communication and socialization so employees can receive this information in a timely manner and utilize all resources available to them.

We are proud of our comprehensive benefits package and look forward to continually ensuring our offerings provide the benefits needed for our employees. In 2023, we have expanded cancer screening resources, added genetic testing and launched a digital exercise therapy program to provide the tools needed for employees to conquer back and joint pain, recover from injuries and stay healthy and pain free.

Philanthropy and Communities

170 years ago, John Jacob Bausch founded our company on the principles of passion, perseverance and innovation toward improving people's lives. As a major employer in communities where we operate, we feel a responsibility to practice good corporate citizenship by giving back and focusing on causes that our employees care about and that benefit from our unique expertise. Improving patient lives is central to our corporate mission and culture, and our philanthropy and community engagement supports this important objective.

The Bausch Foundation is the anchor for our philanthropic and community outreach activities. Daily operations are managed by the vice president of Ethics and Compliance and overseen by an Advisory Committee, which comprises members of our leadership team. The Bausch Foundation team works together to review donation requests and ensure alignment with our areas of focus—improving patient outcomes, disease prevention, education and community support and global relief efforts—and for compliance with regulations and corporate ethics. Within these areas, we focus on employee-nominated causes.

Bausch + Lomb's core benefit offerings for full-time U.S. employees include:

- Medical (including prescription drugs), dental and vision coverage, which includes 100% coverage of Bausch + Lomb contact lenses and prescription medicines;
- Life and disability insurance;
- Retirement savings plans;
- Paid parental leave, adoption and surrogacy expense coverage, and breast milk shipping plans;
- Employee stock purchase plan;
- Education assistance and student loan counseling resources;
- Legal resources;
- Identity theft protection;
- Group discounts for home and auto insurance;
- Tax-free commuter funds; and
- Employee Assistance Plan counseling services and, for employees enrolled in medical plans, chronic pain therapy and telehealth resources.

2019

2020



Bausch + Lomb INFUSE® daily disposable silicone hydrogel contact lenses launches in the United States. Also known as BAUSCH + LOMB ULTRA ONE® DAY outside of the United States, these lenses are approved in Australia and Canada, which are among the first countries to launch the lenses early the following year.



Waterford and Rochester facilities achieve adherence to ISO 50001, the international standard for energy consumption and efficiency.

2021

2022

The Bausch Foundation facilitates both monetary donations and product donations. From May to December 2022, the Bausch Foundation donated more than \$395,000 to philanthropic and community causes. Some of our notable partnerships include:

Rochester Community Robotics

Building on Bausch + Lomb's longstanding commitment to support science and technology in the Rochester area, the Bausch Foundation is an enthusiastic supporter of Rochester Community Robotics, a nonprofit organization dedicated to inspiring young people to pursue science and technology careers through fun and creative robotics programs. In addition to financial support from the Bausch Foundation, employees at our Rochester location volunteer to mentor local high school robotics teams each year.

The Bausch Foundation provided Rochester Community Robotics with \$80,000 in financial support in 2022.



University of Rochester Scholarship Program

We are extremely proud to have continuously sponsored the Bausch + Lomb Honorary Science Award via the University of Rochester since 1933. The award is given to selected high school students who display high achievement in rigorous science and math classes and who positively contribute to their community. If they choose to apply, winners have their University of Rochester application fees waived and are highly considered for Bausch + Lomb scholarships of up to \$20,000 per year.

The Bausch Foundation provided \$60,000 in scholarships in 2022.

United Way

Each year, we support United Way organizations in the local communities adjacent to many of our U.S. facilities. We appreciate the ability to touch a variety of regional initiatives through United Way, and we value this relationship as an opportunity to support causes our employees care about or by which they are directly impacted.

The Bausch Foundation provided United Way organizations with \$58,000 in financial support in 2022.

MAP International

Through the Bausch Foundation, Bausch + Lomb donates our products and surgical products to patients around the world through a partnership with MAP International. Bausch + Lomb donates supplies, which MAP International distributes to physicians embarking on medical volunteer trips. To enable regulatory compliance and optimize the utility of the materials donated, MAP evaluates physicians and trip itineraries, ensures products are approved in the receiving country and facilitates shipping and customs processes.

2019

2020



2021

The U.S. FDA approves ClearVisc™ dispersive ophthalmic viscosurgical device.



2022

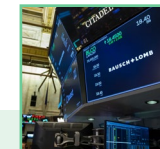
XIPERE® (triamcinolone acetate injectable suspension) for suprachoroidal use and Project Watson™ health care products for dogs launch in the United States.

2019

2020

2021

2022



Bausch + Lomb launches its initial public offering on the New York Stock Exchange and Toronto Stock Exchange and begins trading under the ticker "BLCO" on May 6.



Construction starts on the LEED-certified plant expansion in Rochester.

HEALTH ADVOCACY

Bausch + Lomb is just one part of the wider network of institutions working together to deliver patient care. We invest millions of dollars each year to support provider education and research grants and charitable organizations that are devoted to improving patient care and quality of life and advancing the safety and effectiveness of health care products. The highlights below showcase some of our contributions and advocacy efforts in 2022.

- For Cataract Awareness Month in June, we launched our #CataractsDontWait social media campaign, which was designed to raise awareness around cataracts and the importance of routine screening for this treatable condition.
- Each October, Bausch + Lomb recognizes World Sight Day, sponsored by the International Agency for the Prevention of Blindness. In 2022, we asked our employees: "What does sight mean to you?" We showcased several responses on our social media channels and through internal communications to encourage reflection on the gift of sight.
- During Glaucoma Awareness Month in January, we partnered with the Glaucoma Research Foundation to conduct a survey to better understand how patients experience hyperemia, a side effect of certain glaucoma treatments that results in eye redness. The survey found that the emotional cost of hyperemia is high, which could cause patients to discontinue use of potentially sight-saving medications. We hope to encourage more discussions with health care professionals by spreading awareness of hyperemia.

“ Our sight is easy to take for granted. However, since it helps us to take in the many wonders surrounding us, we must pause to appreciate this valuable gift and count the blessings of working for a company that contributes to giving the gift of sight to the less fortunate. ”

Gabriella Rez

Order Management Manager, Customer Service

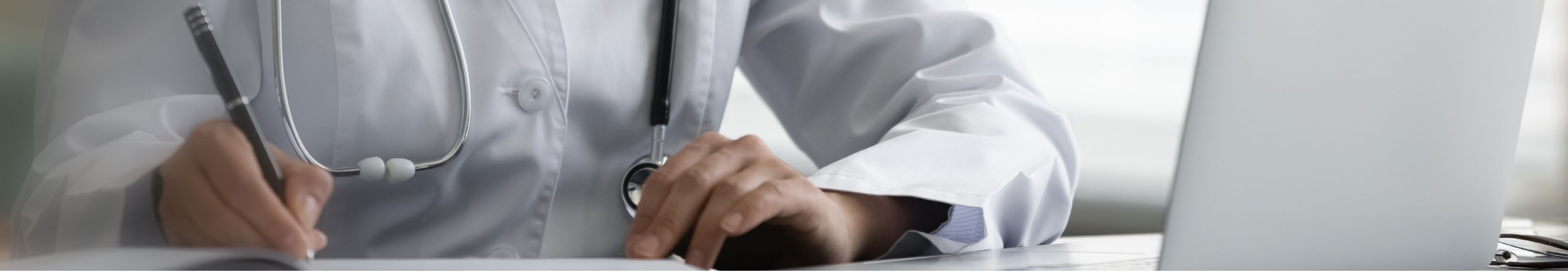
Dubai, UAE

1 year with Bausch + Lomb



BAUSCH + LOMB

APPENDIX



SASB Index¹

Medical Equipment and 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	1 recall; 36 units recalled globally.
Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA
Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA
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
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 Code of Conduct 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.

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	From May 2022 to December 2022, 68% (30/44) 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 Anti-Counterfeit Committee 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 Code of Conduct 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 & 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> <p>Please see our Global Guidelines for Interactions for Health Care Professionals for additional information.</p>

Biotechnology and Pharmaceuticals

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)	0
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

TOPIC	CODE	ACCOUNTING / ACTIVITY METRIC	RESPONSE
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 2022, 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%, which is less than medical inflation and medical CPI. 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	
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	Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA
Drug Safety	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA
Drug Safety	HC-BP-250a.3	Number of recalls issued, total units recalled	3 recalls; 14,197 units recalled globally.
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
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 patient's 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.

TOPIC	CODE	ACCOUNTING / ACTIVITY METRIC	RESPONSE
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 an Anti-Counterfeit Committee with a global focus across our product categories. The Committee 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	Bausch + Lomb has not filed any criminal charges related to counterfeit products within the timeframe of May 2022 to December 2022.
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 Code of Conduct 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. Retention efforts in 2022 were primarily focused on establishing the appropriate structure and resources to allow for a fully-functioning organization following our IPO in early 2022. Through the development of our R&D strategic plan, we established an overall baseline of the current portfolio performance as well as an operating model across each business unit and function. This allowed us to target our recruitment and retention efforts on the key areas that will help us to deliver on our growth aspirations. In addition to sourcing talent through our normal channels, for R&D we also have an established relationship with the Rochester Institute of Technology, through which we employ students for technical co-op/internships. This relationship has led to a number of full-time hires following graduation.

TOPIC	CODE	ACCOUNTING / ACTIVITY METRIC	RESPONSE
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.
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 Code of Conduct 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 & 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> <p>Please see our Global Guidelines for Interactions for Health Care Professionals for additional information.</p>
Activity Metrics			
–	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	In 2022, Bausch + Lomb sold 442 products commercially. Bausch + Lomb currently has over 60 products in Phases 1-3 of research and development.

GRI Index¹

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 Form 10-K (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. Form 10-K (Exhibit 21.1)
	2-3	Reporting period, frequency, and contact point	The 2022 ESG Report is reflective of May 6–December 31, 2022 (unless otherwise noted), and was published in April 2023. Future reporting will reflect the full calendar year, which corresponds with our financial reporting period. For questions about the ESG Report, please contact: corporate.communications@bausch.com .
	2-4	Restatements of information	There are no restatements of information, as this is the first Bausch + Lomb ESG Report.
	2-5	External assurance	Bausch + Lomb has not sought external assurance for the 2022 ESG Report.
	2-6	Activities, value chain, and other business relationships	Company Overview (2022 ESG Report) Form 10-K
	2-7	Employees	Data Tables (2022 ESG Report)
	2-9	Governance structure and composition	Corporate Governance (2022 ESG Report) Proxy Statement (Board and Committee Structure, p. 22)
	2-10	Nomination and selection of the highest governance body	Proxy Statement (Election of Directors and Corporate Governance, p. 6)

¹ Bausch + Lomb has reported the information cited in the GRI content index for the period January 1, 2022–December 31, 2022, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021 (Continued)	2-11	Chair of the highest governance body	Proxy Statement (Election of Directors, p. 18)
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (2022 ESG Report)
	2-13	Delegation of responsibility for managing impacts	Corporate Governance (2022 ESG 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 Ethics and Compliance (2022 ESG Report) Code of Conduct (Conflicts of Interest, p. 16)
	2-16	Communication of critical concerns	Business Ethics and Compliance (2022 ESG 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	Proxy Statement (Annual Evaluation Process, p. 28)
	2-19	Remuneration policies	Proxy Statement (Compensation Process, p. 43)
	2-20	Process to determine remuneration	Proxy Statement (Compensation Process, p. 43)
	2-21	Annual total compensation ratio	Proxy Statement (2022 Pay Ratio Disclosure, p. 61)
	2-22	Statement on sustainable development strategy	CEO Letter (2022 ESG Report)
	2-23	Policy commitments	Our Code of Conduct 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.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 2: General Disclosures 2021 (Continued)	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. Business Ethics and Compliance (2022 ESG Report)
	2-25	Processes to remediate negative impacts	Code of Conduct (Our Commitment to a Speak Up Culture, p. 8) Business Ethics and Compliance (2022 ESG Report) ESG at Bausch + Lomb (2022 ESG Report)
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct (Our Commitment to a Speak Up Culture, p. 8) Business Ethics and Compliance (2022 ESG Report)
	2-28	Membership associations	Bausch + Lomb is a member of 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. For details on our engagement with these groups, please see the Attraction, Engagement, and Culture Development; Learning and Development; Patient Access and Fair Pricing; Product Quality and Safety; Business Ethics and Compliance; Corporate Governance; and Philanthropy and Communities sections of this report.
	2-30	Collective bargaining agreements	Approximately 30% of employees are represented by an independent trade union or covered by collective bargaining agreements.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	ESG at Bausch + Lomb (2022 ESG Report)
	3-2	List of material topics	Topics covered in the 2022 ESG Report Include: <ul style="list-style-type: none"> ■ Corporate Governance ■ Business Ethics and Compliance ■ Patient Access and Fair Pricing ■ Supply Chain Management ■ Cybersecurity ■ Energy ■ Water ■ Waste ■ Emissions ■ Product Quality and Safety ■ Attraction, Engagement and Culture Development ■ Learning and Development ■ Diversity, Equity and Inclusion ■ Health, Safety and Well-Being ■ Philanthropy and Communities
Corporate Governance; Business Ethics and Compliance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Corporate Governance (2022 ESG Report) Business Ethics and Compliance (2022 ESG Report)
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Data Tables (2022 ESG Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Patient Access and Fair Pricing			
GRI 3: Material Topics 2021	3-3	Management of material topics	Patient Access and Fair Pricing (2022 ESG Report)
–	–	Affordability and pricing	SASB Index: Biotechnology and Pharmaceuticals, Affordability and Pricing (2022 ESG Report)
Supply Chain Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	Supply Chain Management (2022 ESG Report)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Data Tables (2022 ESG Report)
	308-2	Negative environmental impacts in the supply chain and actions taken	Data Tables (2022 ESG Report)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Data Tables (2022 ESG Report)
	414-2	Negative social impacts in the supply chain and actions taken	Data Tables (2022 ESG Report)
Cybersecurity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Cybersecurity (2022 ESG Report)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Tables (2022 ESG Report)
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global Governance, Principles and Policies (2022 ESG Report)
			Energy (2022 ESG Report)
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data Tables (2022 ESG Report)
–	–	Solar consumption within the organization	Data Tables (2022 ESG Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Water			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global Governance, Principles and Policies (2022 ESG Report) Water (2022 ESG Report)
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	In the U.S., Bausch + Lomb discharges to third-party municipal wastewater treatment facilities. We are evaluating our interactions with water and our water-related impacts to develop a formal management strategy.
	303-2	Management of water discharge-related impacts	In the U.S. and Europe, Bausch + Lomb complies with regulatory requirements for the communities in which we operate.
	303-3	Water withdrawal	Data Tables (2022 ESG Report)
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global Governance, Principles and Policies (2022 ESG Report) Waste (2022 ESG Report)
GRI 306: Waste 2020	306-3	Waste generated	Data Tables (2022 ESG Report)
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global Governance, Principles and Policies (2022 ESG Report) Emissions (2022 ESG Report)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Data Tables (2022 ESG Report)
	305-2	Energy indirect (Scope 2) GHG emissions	Data Tables (2022 ESG Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
Product Quality and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Quality and Safety (2022 ESG Report)
–	–	Product Safety; Drug Safety	SASB Index: Medical Equipment and Supplies, Product Safety (2022 ESG Report) SASB Index: Biotechnology and Pharmaceuticals, Drug Safety (2022 ESG Report)
Attraction, Engagement and Culture Development; Learning and Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	Attraction, Engagement and Culture Development (2022 ESG Report) Learning and Development (2022 ESG Report)
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Bausch + Lomb enables employee development and skill building through our global Employee Development Framework (EDF). The EDF provides development resources to support learning in one's current role and to prepare for future roles. Available resources include Individual Development Plans, Leadership Competencies, Development Guides, Learning Catalog of online webinars, micro courses and job aids, available in multiple languages. Tuition assistance is also available to U.S. employees. Our global leadership development programs include the Emerging Leaders Program, Frontline Leader Impact Program and ExecOnline, which provides access to courses hosted by premier business schools. Functional training is provided by the respective disciplines. In addition, Bausch + Lomb conducts internal talent reviews to focus on succession and development plans for key leadership roles. The global performance management system incorporates goal setting, development planning and ongoing coaching and feedback. Please see additional information in the Learning and Development section of this report.
Diversity, Equity and Inclusion			
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, Equity and Inclusion (2022 ESG Report)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Data Tables (2022 ESG Report)
Health, Safety and Well-Being			
GRI 3: Material Topics 2021	3-3	Management of material topics	Health, Safety and Well-Being (2022 ESG Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<p>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.</p>
	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.</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 investigated 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 Health, Safety and Well-Being section of this report.
	403-6	Promotion of worker health	Health, Safety and Well-Being (2022 ESG 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 Supply Chain Management section of this report.
	403-8	Workers covered by an occupational health and safety management system	Data Tables (2022 ESG Report)
	403-9	Work-related injuries	Data Tables (2022 ESG Report)
	403-10	Work-related ill health	Data Tables (2022 ESG Report)
Philanthropy and Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Philanthropy and Communities (2022 ESG Report)
–	–	Philanthropic contributions	Data Tables (2022 ESG Report)

Data Tables

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
General Disclosures			
GRI 2: General Disclosures 2021	2-7	Employees	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
Corporate Governance; Business Ethics and Compliance			
GRI 205: Anti-corruption 2016	205-2	Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of employees
		Total percentage of employees that have received training on anti-corruption	96% of employees

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
Supply Chain Management¹			
GRI 308: Supplier Environmental Assessment 2016	308-1	Percentage of new suppliers that were screened using environmental criteria	58%
	308-2	Number of suppliers assessed for environmental impacts	238
		Number of suppliers identified as having significant actual and potential negative environmental impacts	0
GRI 414: Supplier Social Assessment 2016	414-1	Percentage of new suppliers that were screened using social criteria	58%
	414-2	Number of suppliers assessed for social impacts	238
		Number of suppliers identified as having significant actual and potential negative social impacts	0
Cybersecurity			
GRI 418: Customer Privacy 2016	418-1	Total number of substantiated complaints received concerning breaches of customer privacy	0
		Total number of identified leaks, thefts, or losses of customer data	0

¹ Supply chain data is reflective of calendar year 2022 (January-December).

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
Energy²			
GRI 302: Energy 2016	302-1	Total fuel consumption within the organization from non-renewable sources (includes diesel and natural gas) ³	1,072 terajoules
		Total fuel consumption within the organization from renewable sources	0
		Total electricity consumption ⁴	683 terajoules
		Total energy consumption within the organization	1,755 terajoules
		Source of the conversion factors used	EIA.gov
–	–	Solar consumption within the organization ⁵	1,644,521 kWh
Water⁶			
GRI 303 Water and Effluents 2018	303-3	Total water withdrawal	1,245 megaliters
Waste⁷			
GRI 306: Waste 2020	306-3	Total weight of waste generated ⁸	19,260 metric tons

² Energy data is reflective of calendar year 2022 (January–December).

³ Natural gas consumption is reported by 21 sites. Diesel oil consumption is reported by 2 sites.

⁴ 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.

⁵ Rochester, New York, generated: 1,191,053 kWh; Aubenas, France, generated: 453,468 kWh.

⁶ Water data is reflective of calendar year 2022 (January–December) as reported by sites using third-party invoices or metering of water entering into the site. 24 out of 26 sites are included.

⁷ Waste data is reflective of calendar year 2022 (January–December).

⁸ Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites. As Bausch + Lomb continues to advance our site level reporting and data collection, we intend to disclose updated metrics for total waste generated as well as waste generated by category.

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
Emissions⁹			
GRI 305: Emissions 2016	305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent ¹⁰	52,163
		Gases included in the calculation	Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."
		Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	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.
		Source of the emission factors and the global warming potential (GWP) rates used	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.
		Consolidation approach for emissions	Operational control
GRI 305: Emissions 2016	305-2	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent ¹¹	40,840
		Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent ¹¹	13,673
		Gases included in the calculation	Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."

⁹ Emissions data is reflective of calendar year 2022 (January-December).

¹⁰ Includes site mobile combustion (13 out of 26 sites), corporate jet, and U.S. fleet of sales vehicles.

¹¹ Includes 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
GRI 305: Emissions 2016 (Continued)	305-2	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.
		Source of the emission factors and the global warming potential (GWP) rates used	Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.
		Consolidation approach for emissions	Operational control
Diversity, Equity and Inclusion			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Percentage of executives in each of the following diversity categories: Male	76%
		Percentage of executives in each of the following diversity categories: Female	24%
		Percentage of executives in each of the following diversity categories: White	78%
		Percentage of executives in each of the following diversity categories: Black or African American	3%
		Percentage of executives in each of the following diversity categories: Asian or Pacific Islander	13%
		Percentage of executives in each of the following diversity categories: Hispanic or Latino	3%
		Percentage of executives in each of the following diversity categories: Native American or American Indian	0%
		Percentage of executives in each of the following diversity categories: Two or More Races/Other	2%

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
Health, Safety and Well-Being¹²			
GRI 403: Occupational Health and Safety 2018	403-8	If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: 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%
		If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: 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%
		If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: 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%
		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.

¹² Health, Safety and Well-Being data is reflective of calendar year 2022 (January-December).

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

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
GRI 403: Occupational Health and Safety 2018	403-9	For all workers who are not employees but whose work and/or workplace is controlled by the organization: The rate of high-consequence work-related injuries (excluding fatalities)	0
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of recordable work-related injuries	0
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The rate of recordable work-related injuries	0
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The main types of work-related injury	Not applicable.
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of hours worked	974,126
		The work-related hazards that pose a risk of high-consequence injury, including: 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.
		The work-related hazards that pose a risk of high-consequence injury, including: which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Motor vehicle accident, electrical contact.
		The work-related hazards that pose a risk of high-consequence injury, including: 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.

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
GRI 403: Occupational Health and Safety 2018	403-9	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.
		Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	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.
	403-10	For all employees: The number of fatalities as a result of work-related ill health	0
		For all employees: The number of cases of recordable work-related ill health	10
		For all employees: The main types of work-related ill health	Repetitive motion/cumulative trauma disorders and hearing loss.
		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
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of cases of recordable work-related ill health	0
		For all workers who are not employees but whose work and/or workplace is controlled by the organization: The main types of work-related ill health	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.

GRI STANDARD	DISCLOSURE	DESCRIPTION	2022
GRI 403: Occupational Health and Safety 2018	403-10	The work-related hazards that pose a risk of ill health, including: 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.
		The work-related hazards that pose a risk of ill health, including: 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.
		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.
Philanthropy and Communities			
–	–	Philanthropic contributions made by the Bausch Foundation	\$396,995

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