



THE BROADER PERSPECTIVE

2025 Sustainability Impact Report

BAUSCH + LOMB

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INTRODUCTION

CEO Letter

Our mission is simple: we help people see better to live better, all over the world.

For nearly two centuries, we've evolved alongside the needs of patients and customers. What hasn't changed is our commitment to innovation and raising the standard of care in eye health. Today, across contact lenses, pharmaceuticals, consumer products and surgical solutions, we bring forward new ideas with real impact – driven by passion, perseverance and purpose.

In 2025, we introduced a new set of values and behaviors that define who we are and how we operate: *"We lead with grit, innovate with purpose and always put patients and customers first. Through talent, teamwork and accountability, we turn bold ideas into better outcomes."* These aren't aspirations – they're expectations, and they guide how we make decisions every day.

This year, we're introducing a new sustainability framework: The Broader Perspective. It reflects a simple belief that seeing the full picture leads to smarter decisions and greater impact. By understanding the needs of all our stakeholders, from patients to providers, retailers to regulators, we can act more thoughtfully and responsibly.

Through strong partnerships and transparent collaboration, we're focused on turning that perspective into meaningful, sustainable progress. Because when we see further and act together, we can drive lasting change and expand our impact for generations to come.



Brent Saunders

Chairman of the Board and Chief Executive Officer

"This year, we're introducing a new sustainability framework:

The Broader Perspective.

It reflects a simple belief that seeing the full picture leads to smarter decisions and greater impact."



*“By embracing The Broader Perspective, we challenge ourselves to make decisions that **protect people, respect the planet, and strengthen our business** for the long term.”*

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

At Bausch + Lomb, sustainability is about more than performance—it is about perspective. In 2025, we continued to strengthen how we protect people, respect human rights, and care for the environment, while keeping our focus firmly on long-term value, resilience, and responsibility.

While our new sustainability framework, The Broader Perspective, addresses pressing sustainability concerns by supporting transparent progress and collaborating to solve industry-wide problems for global benefit, the health, safety, and wellbeing of our employees, patients, and communities remain foundational to everything we do. Across our global operations, we reinforced a culture of prevention, accountability, and care. Through these efforts, we remain steadfast in our commitment to ensuring that every employee returns home safely to their loved ones as good as, or even better than they came to work that day, and every day.

We also advanced our environmental and sustainability efforts by embedding responsibility into how we operate and make decisions—recognizing that thoughtful stewardship today enables innovation, resilience, and trust

tomorrow. At the same time, respect for human rights continues to guide how we engage across our value chain, supported by strengthened governance, due diligence, and supplier engagement.

Looking ahead, our responsibility is clear. Achieving meaningful, lasting impact requires all of us—colleagues, leaders, partners, and stakeholders—to think beyond our individual roles and act with ownership and shared purpose. By embracing The Broader Perspective, we challenge ourselves to make decisions that protect people, respect the planet, and strengthen our business for the long term. In doing so, we reinforce what defines Bausch + Lomb—helping people see better to live better, while building a safer, more responsible, and more resilient future for all. Together, we will continue to raise the bar—turning commitment into action and ensuring sustainability remains a defining part of how we operate, lead, and deliver on our purpose.

I am deeply grateful to our management teams and colleagues around the world whose dedication makes this progress possible.

Stay safe,

Amy R. Butler

Global Vice President
Environment, Health, Safety + Sustainability
Environmental, Social Governance and Human Rights



Company overview

Who we are

Our mission is simple — we help people see better to live better, all over the world. For nearly two centuries, we've evolved with the changing needs of patients and customers, and our commitment to innovation and improving the standard of care in eye health has never been stronger. From contact lenses to prescription products, over-the-counter options, surgical devices and more, we're turning bold ideas into better outcomes through passion, perseverance and purpose.

*Bausch + Lomb Corporation (Bausch + Lomb) is a **global leader in eye health** and is committed to preserving and improving the **gift of sight for millions of people worldwide**. Maintaining sustainability as a crucial pillar of decision-making, Bausch + Lomb helps **people see better to live better** — beginning at birth and extending through each phase of life.*

LEADING THROUGH REINVENTION

In 2025, Bausch + Lomb redefined and simplified the way it operates and rebuilt its culture around accountability and innovation. Colleagues have embraced Artificial Intelligence (AI) and other new technologies to succeed now and well into the future.

We have also committed to a set of values and behaviors that define who we are and inform how we better serve our mission. We started the process of defining our values and behaviors in January 2025 when we brought together our Global Leadership Team for a workshopping session on how we would lead the organization to deliver on key targets. From there, we invited all of our global colleagues to participate in focus groups virtually, translating the messages into multiple languages and hosting the sessions across timezones to allow input from our diverse employee base. We incorporated all of this feedback into a set of refined values and behaviors that reflects our collective thinking and that we can use to drive us forward, every day.

We design, develop, manufacture and market a broad range of products focused primarily in eye health, which are marketed directly or indirectly in approximately 100 countries. As a fully integrated eye health company, Bausch + Lomb offers an extensive portfolio that includes contact lenses, intraocular lenses (IOLs) and other medical devices; surgical systems and devices; vitamin and mineral supplements; lens care products; prescription eye medications; and other consumer products. This comprehensive lineup enables us to compete across all segments of the eye health market. With approximately 400 products, our portfolio is designed to serve and meet the needs of our customers throughout their entire eye health journey. Our headquarters are located in Vaughan, Ontario. We continue to make a positive impact across the globe through research, development, manufacturing and commercial operations, supported by approximately 13,000 employees.

VALUES AND BEHAVIORS

At Bausch + Lomb, our values guide how we advance sustainability and responsible innovation across our global business. We lead with grit and purpose, always striving to turn bold ideas into better outcomes for patients, customers and the communities we serve. Our customer-centric mindset ensures that every decision begins with the people who rely on our products, while our commitment to acting as owners drives us to deliver meaningful, measurable results with passion, perseverance and purpose. We embrace an enterprise mindset, recognizing that our greatest strength comes from working together to create solutions that benefit the entire organization and its stakeholders. Grounded in a legacy of constant evolution, we remain dedicated to innovation—leaving our business, our industry and the world better for the next generation.

Why are our values important?

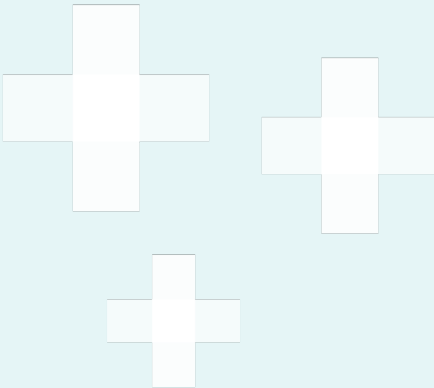
*“They create meaning and purpose — they are the **guiding principle.**”*

Sam Eldessouky
Executive Vice President & Chief Financial Officer



WHO WE ARE

We lead with grit, innovate with purpose and always put patients and customers first. Through talent, teamwork and accountability we turn bold ideas into better outcomes.



HOW WE ARE HELD ACCOUNTABLE

CUSTOMER CENTRICITY



We all have customers, whose needs come before everything else.

ACTING AS AN OWNER



We deliver results with passion, perseverance and purpose. To be the best, we have to bring our best.

ENTERPRISE MINDSET



The sum of our parts is a distinct advantage - we win together.

ALWAYS INNOVATING



Constant evolution has defined our storied past. It's on us to leave something better for the next generation.

Bausch + Lomb's new values and behaviors are being celebrated and adopted by colleagues around the world.



What was involved in the process of developing new values and behaviors?

*“Our values define who we are. It was really important to hear feedback and thoughts of our colleagues around the world. We started with interviewing our ELT colleagues, **we engaged** our Global Leadership Team, and we engaged all of our HR colleagues into the process **to hear their perspectives**. Then we invited all of our colleagues to focus groups virtually.”*

Asli Gevgilili
Executive Vice President,
Chief Human Resources Officer



Our approach to sustainability

ABOUT THIS REPORT

Bausch + Lomb's 2025 Sustainability Impact Report outlines its management approach and performance across environmental, social and governance (ESG) topics throughout its global operations for the calendar year January 1, 2025 – December 31, 2025.

This report was developed with reference to the Global Reporting Initiative (GRI) standards. We also report information pertaining to the Sustainability Accounting Standards Board (SASB) standards for Biotechnology & Pharmaceuticals and for Medical Equipment & Supplies and information associated with climate-related risk and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

OUR APPROACH TO SUSTAINABILITY

Our approach to sustainability is built around The Broader Perspective, the goal to understand each stakeholder's needs, from patients to providers, retailers to regulators, and do our part to meet them — to create human-centered change.

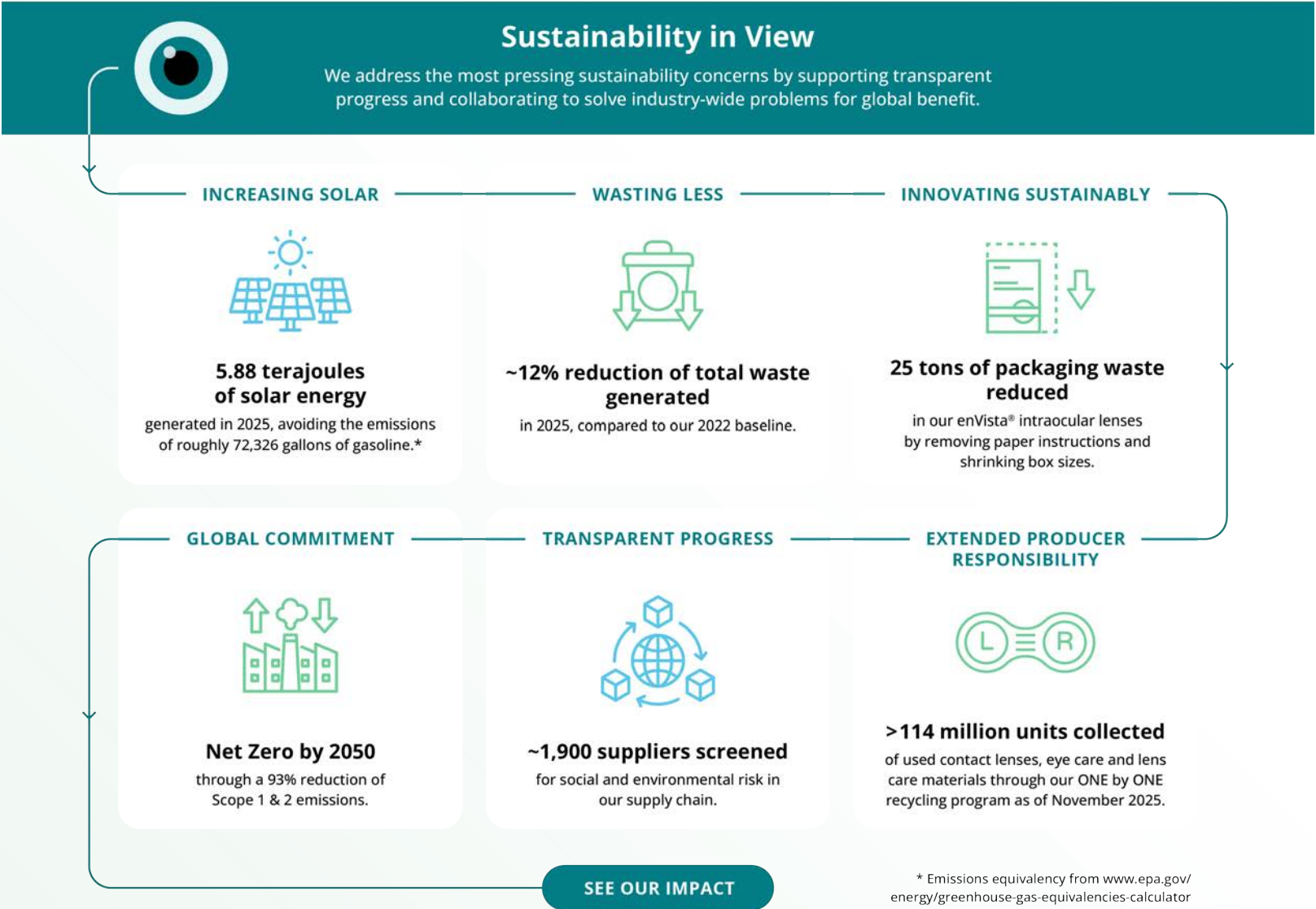
We hone our innovative edge by incorporating perspectives across a complex industry. We find key sight lines that increase sustainability and efficiency, bit by bit, with the ultimate goal of reducing our footprint and creating sustainable progress for the next generation. Through partnerships and collaborations, we are innovating to ensure industry processes cost less for people and the environment. By taking a broader perspective, it's all possible.

This report details our sustainability approach and progress towards reducing our footprint to meet stakeholders' needs.

We welcome your feedback on this material.

Please contact us at corporate.communications@bausch.com.

The Broader Perspective



CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report contains forward-looking information and statements, within the meaning of applicable securities laws (collectively, “forward-looking statements”), including, but not limited to, statements regarding our sustainability framework, plans, targets, goals, and expectations (such as our global commitment of Net Zero by 2050) and their anticipated impact and the anticipated submission, approval and launch dates of certain of our pipeline products. Forward-looking statements may generally be identified by the use of the words “anticipates,” “expects,” “predicts,” “projects,” “goals,” “intends,” “plans,” “should,” “could,” “would,” “may,” “might” “will,” “strive,” “believes,” “estimates,” “potential,” “target,” “commit,” “forecast,” “outlook,” “guidance,” “tracking,” or “continue” and positive and negative variations or similar expressions, and phrases or statements that certain actions, events or results may, could, should or will be achieved, received or taken or will occur or result, and similar such expressions also identify forward-looking information. These forward-looking statements are based upon the current expectations and beliefs of management and are provided for the purpose of providing additional information about such expectations and beliefs, and readers are cautioned that these statements may not be appropriate for other purposes. These forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in Bausch + Lomb’s filings with the U.S. Securities and Exchange Commission (“SEC”) and the Canadian Securities Administrators (the “CSA”) (including the Company’s Annual Report on Form 10-K for the year ended December 31, 2025 (which was filed with the SEC and CSA on February 18, 2026) and its most recent quarterly filings), which factors are incorporated herein by reference. In addition, certain material factors and assumptions have been applied in making these forward-looking statements, including the assumption that the risks and uncertainties outlined above will not cause actual results or events to differ materially from those described in these forward-looking statements. Readers are cautioned not to place undue reliance on any of these forward-looking statements. These forward-looking statements speak only as of the date of this report. Bausch + Lomb undertakes no obligation to update any of these forward-looking statements to reflect events or circumstances after the date of this report or to reflect actual outcomes, unless required by law.

GOVERNANCE

Business conduct

At Bausch + Lomb, ethical business conduct is fundamental to our identity and informs every decision we make. It is not solely about the outcomes we achieve, but the integrity of our processes and the manner in which we operate. This commitment — rooted in our organizational DNA — sets a clear tone from leadership, defines expectations for employees and partners and serves as the benchmark by which we measure ourselves to uphold best practices. Our strong culture of responsibility and compliance is essential to earning and sustaining the trust of our stakeholders.

The commitment to ethical business conduct is expected of every employee at Bausch + Lomb. At the highest levels of our organization, the Audit and Risk Committee of the Board of Directors (Board) maintains oversight of business ethics and compliance. Bausch + Lomb's Chief Ethics & Compliance Officer provides regular updates to the Executive Leadership Team (ELT) and quarterly updates to the Audit and Risk Committee on the status of our compliance-related systems, specific programs and initiatives and overall performance. The structure of our Office of Ethics & Compliance is aligned with our four core business units (Consumer, Pharmaceutical, Surgical and Vision Care). Each business unit maintains separate legal and compliance leaders, who work together to address specific challenges within their markets. Each business unit develops compliance and risk management programs relevant to the enterprise as well as to their specific business unit and geographies. Business unit leaders provide performance updates to the Audit and Risk Committee on a quarterly basis.

To ensure every employee understands the importance of ethical business conduct at Bausch + Lomb, we recently revitalized our Code of Conduct (Code), which defines our approach and our expectations around critical topics. In addition to updating key content, the Code is now fully searchable, includes a chat box, a frequently asked questions section and is available to customers, suppliers and employees. 2025 was our first full year of having the new business ethics [website](#), hosting Bausch + Lomb's fully interactive Code of Conduct and other useful information available to employees. The website includes links to policies, standard operating procedures and important forms. Since the launch of Bausch + Lomb's business ethics website, there has been a performance improvement in each major risk category that Bausch + Lomb measures, including a fewer number of risk notifications, severity of notifications, hotline calls and investigations.

Along with key policies and documentation, Bausch + Lomb also utilizes mandatory and supplemental training to support our employees in staying current and complying with our expectations regarding business conduct. Annually, all employees and contractors must complete training on key corporate governance and compliance policies, including the Code of Conduct, Business Ethics Reporting Policy, Insider Trading Policy and Global Anti-Bribery Policy. Bausch + Lomb aims for 100% of employees to complete corporate governance training on these topics. In 2025, 100% of global employees completed the required training. We recently enhanced our training to be more modern, interactive and to better test adoption and understanding of the Code of Conduct. We've launched brief, topical Refresher Trainings to help keep business conduct top of mind and provide new methods of training to our employees. These Refresher Trainings are more concise and specific versions of our regular training courses, allowing for further training material accessibility and improved risk management throughout our organization.

Additionally, 2025 marked the first year of implementation of our Global Human Rights Policy, which reaffirms B+L's commitment to respecting human rights in our global operations and value chain, including complying with human rights laws and adhering to the basic human rights principles outlined in the United Nations Guiding Principles on Business and Human Rights, and sets out expectations for our employees and business partners. To promote awareness, the Policy was translated into 18 languages and communicated companywide, with 95% of employees reviewing and acknowledging it.

100%

of employee completed training on key corporate governance and compliance policies

95%

of employees reviewed and acknowledged Bausch + Lomb's Global Human Rights Policy

We extend our expectations of ethical business conduct to our partners and value chain. In 2025, we commenced the implementation of our new Supplier Code of Conduct and Global Human Rights Policy, both of which are closely aligned with our overarching Code of Conduct and are further discussed in subsequent sections of this report. Bausch + Lomb's Global Anti-Bribery Policy, Insider Trading Policy and Business Ethics Reporting Policy, which are reviewed annually, also play an important role in constructing and guiding our approach to ethical business conduct.

Additionally in 2025, our Ethics & Compliance organization enhanced our global compliance and business risk assessment. The assessment moved from a subjective survey to a more data-driven assessment. Now, 60% of the Compliance Risk Action assessment comes from risk profiles for each country based on our business units. Risk profile scores are calculated using revenue, full-time employee/turnover rates, ethics hotline reports, internal audits, due diligence activities, corruption perception index from Transparency International and other factors. Business decisions rely on measurable indicators such as KPIs and historical trends. This data is balanced with local expertise with 20% of the assessment being informed by B+L business unit leaders who can apply region and country insights. The remaining 20% of the assessment comes from our validation to support consistency, fairness and alignment across Bausch + Lomb. This new digital intelligence approach allows Bausch + Lomb to reduce administrative burden, improve quality of results, use variable data and develop actionable insights into business risk and decision-making.

Keeping all of its stakeholders in mind, Bausch + Lomb strives to cultivate and promote a "Speak Up" culture, which encourages its employees to report allegations, real or perceived, that may be a violation of company policies and/or laws and regulations. Further, we explicitly prohibit retaliation against those who raise concerns. We have an anonymous global Business Ethics Hotline for all employees and suppliers to disclose suspected violations of our Code of Conduct, corporate governance and compliance policies and applicable laws and regulations, as well as to ask questions and/or seek advice. In addition to the Business Ethics Hotline, other resources are available to support the escalation of material finance, accounting and human resources (HR) matters to the Audit and Risk Committee and/or ELT members. All hotline submissions are reported to and reviewed by the Chief Ethics & Compliance Officer as part of our process to investigate allegations, identify root causes and implement corrective and preventative measures. Tracking the category of issues and topics that are raised via the hotline as well as products, geographies and trends that are associated with hotline submissions, enables us to identify areas in potential need of additional monitoring or attention.



Risk oversight

Bausch + Lomb's Board plays a critical role in promoting and embedding best practices in business conduct across the organization. In addition to setting the tone for the execution of strategy, the Board provides oversight of risk management processes, drives stakeholder engagement and champions continuous process improvements throughout the enterprise.

In 2025, Bausch + Lomb introduced a new enterprise risk management framework designed to strengthen oversight and enhance data-driven decision-making. Under this approach, each risk identified in the Enterprise Risk Matrix is assigned to a specific board-level leader, ensuring clear accountability. At the core of the process is a centralized, robust data set that serves as the hub, with board members acting as spokes responsible for managing defined subsets of risks.

The rollout included advanced risk management tools that foster greater collaboration among impacted teams and enable more frequent, accurate tracking of both leading and lagging indicators, supporting proactive risk mitigation. Additionally, a new interactive dashboard was implemented to give the Board real-time visibility into the Enterprise Risk Assessment and Management process, improving engagement and responsiveness.

Our Board consists of our Chief Executive Officer and nine independent directors, and maintains the following Committees:

BOARD 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.

ESG OVERSIGHT

Oversees our compliance and ethics programs, enterprise risk management (including climate), legal and regulatory requirements, independent auditing and the company's compliance with our Code of Conduct.

Talent and Compensation

Advises the Board on executive compensation, talent management and succession planning.

ESG OVERSIGHT

Oversees human capital management programs for talent and succession planning and the processes, policies and governance related to our executive compensation practices.

FUNCTIONAL MANAGEMENT OF ESG

EHS+S

Part of the Global Product Supply (GPS) group, this team works together with relevant functions, including HR, Procurement, Supply Chain, Operational Heads, Legal, Compliance and Communications to incorporate sustainability throughout the company.

TOPIC-SPECIFIC ESG OVERSIGHT

The Bausch Foundation

The Bausch Foundation enables us to make donations pertaining to disease prevention; improving patient outcomes and lives; and education and community support related to our core businesses, as well as disaster relief in the communities in which we live and work.

Nominating and Corporate Governance

Nominates qualified and independent directors, recommends competencies the Board should possess and annually reviews our corporate governance approach.

ESG OVERSIGHT

Oversees Board governance practices, corporate governance policies, management's plans for identification and measurement of short- and long-term sustainability-related objectives for the company and reviews our sustainability impact reporting. Committee receives a quarterly ESG and sustainability status update that includes progress on the Company's climate-related initiatives.

Science and Technology

Advises the Board on our scientific strategy and investments in Research and Development (R&D) and technology and reviews product recalls and product-related incidents with respect to patient and company reputational impact.

Specific ESG and Climate-related risk oversight

Within the Bausch + Lomb Board of Directors, the Audit and Risk Committee, the Nominating and Corporate Governance Committee and the Talent and Compensation Committee share responsibility for our sustainability practices and programs. The full Board receives routine updates on our sustainability efforts from each of these committees, the ELT and additional leadership representatives. The Nominating and Corporate Governance Committee also receives a quarterly sustainability and ESG-specific update that includes progress on the Company's climate-related initiatives.

Business unit leaders and the Chief Ethics & Compliance Officer provide updates to the Audit and Risk Committee on a quarterly basis. These committees work closely with the Board and management across the organization to support an integrated sustainability approach, enhancing Bausch + Lomb's commitment to proactive management of ESG and climate-related risks and opportunities.

To support the Board's oversight, the Environmental, Health Safety + Sustainability (EHS+S) team, under the Global Product Supply (GPS) group, works together cross-functionally with Human Resources, Procurement, Supply Chain, Operational heads, Legal, Compliance and Communications to incorporate company-wide sustainability. The Global VP of EHS+S, who reports to the ELT and the Board, leads climate-related initiatives and is the designated owner of climate-related risks. At each manufacturing site, and at several of our large distribution sites, a designated EHS+S manager oversees facility operations and ensures compliance with internal and external policies, procedures, regulations and standards. These site EHS+S managers are responsible for tracking and reporting energy use at their respective site. They are also responsible for engaging with site management and facilities personnel to identify opportunities to reduce energy consumption and offer improvements to energy efficiency. Board-level governance is augmented by Bausch + Lomb's EHS+S team to ensure a consistent and holistic approach across the organization.

The Board, and in particular the Board committees, are responsible for overseeing the identification of the principal risks of the Company's business, including risks relating to ESG and sustainability matters, and the implementation of appropriate systems to effectively monitor and manage such risks with a view to the long-term viability of the Company and achieving a proper balance between the risks incurred and the potential return to the Company's shareholders. Bausch + Lomb has implemented an Enterprise Risk Assessment (ERA) approach within the ERM process to effectively manage risks. Within this approach, risk identification is shared throughout the organization. Observed risks are communicated to Business Unit (BU) leaders, which are further communicated up to the respective stakeholders through interviews and surveys. All risks are formally managed through the ERM process.

The process for identifying, assessing and managing climate-related risks are integrated within Bausch + Lomb's global ERM framework program through a structured process that engages senior leaders across the organization. As part of its risk assessment cycle, Bausch + Lomb conducts interviews and surveys with Board members and executive management to identify and prioritize significant risks, including those related to climate. Once top risks are identified, meetings are held with designated risk owners, such as the Global VP of EHS+S, to understand the underlying risk drivers, which may include physical and transition climate risks. These discussions help ensure that climate-related financial risks are evaluated alongside other strategic and operational risks. The objectives of the ERM office include, but are not limited to, managing known risks through assessments and action plans, identifying emerging risks and reporting on the ERM process and risk findings to the Audit and Risk Committee on a quarterly basis.

Climate-related risks are included in Bausch + Lomb's overall ERM process. Bausch + Lomb also leverages compliance auditing programs and voluntary external certifications to drive environmental best practices and mitigate risks. EHS+S representatives perform periodic internal audits to support compliance with both regulations and internal policies. Third-party audits of our management systems are conducted as part of the process to obtain and maintain certain voluntary certifications.

In addition, based on the results of its Double Materiality Assessment performed in 2023, as well as climate-related risk analysis, Bausch + Lomb developed mitigation plans to create a strategic approach with implementation of initiatives to reduce potential impacts of climate-related risks on operations, assets, stakeholders and the overall value chain. Initiatives included in the mitigation plans include refinement of business continuity planning, recurring risk assessments, continuous monitoring of costs and regulatory requirements.

Strong governance and oversight of our environmental, social and governance material topics enable us to understand, manage and improve our performance in these areas. Bausch + Lomb's EHS+S organization continues to hold responsibility for the functional management of sustainability matters across our business. Guided by The Broader Perspective, we remain focused on advancing sustainable growth and delivering meaningful impact across our business.

Cybersecurity, data privacy and artificial intelligence (AI) governance

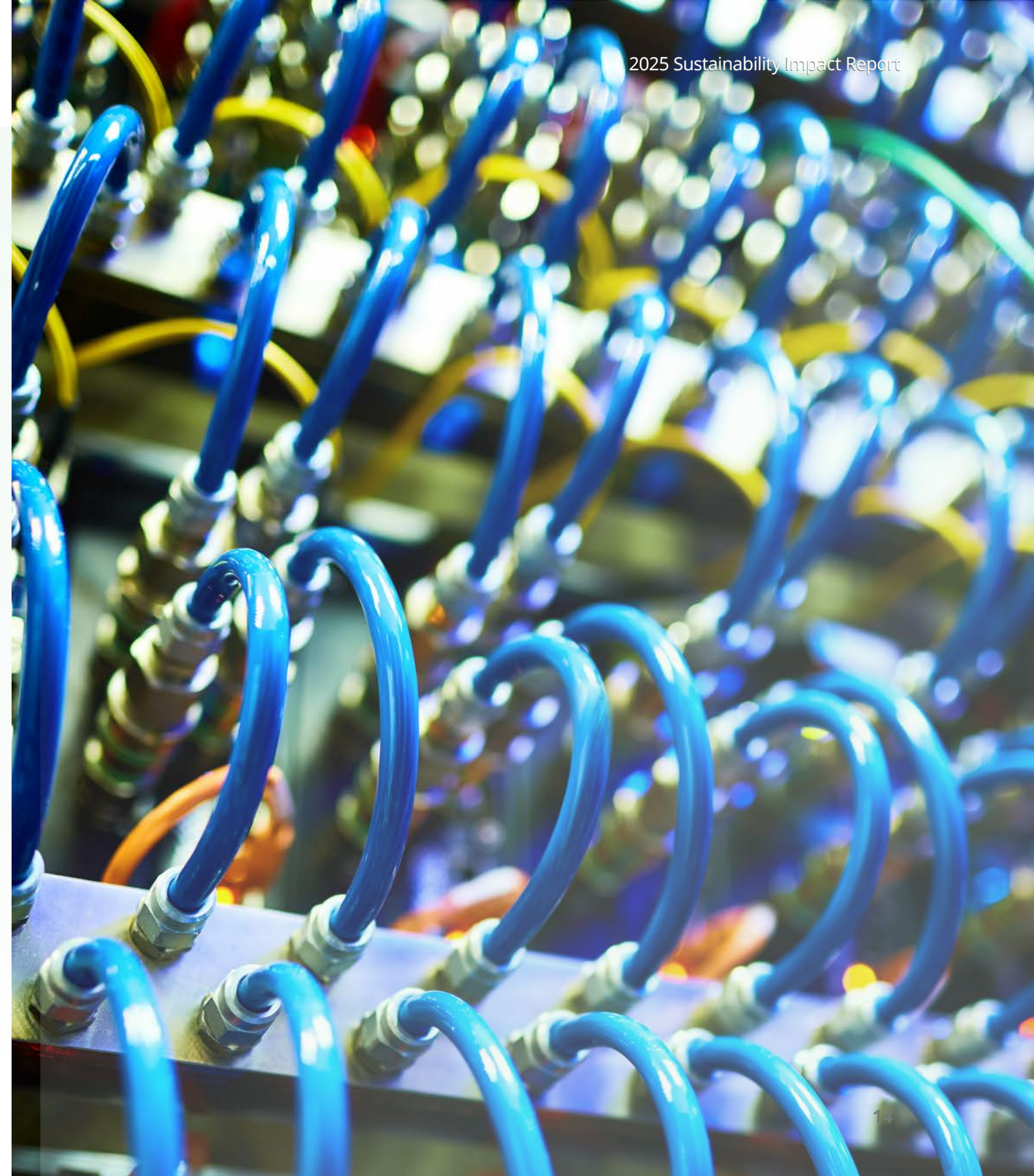
CYBERSECURITY AND DATA PRIVACY

Cybersecurity and data privacy are increasingly paramount to ensure the protection of all sensitive personal information that may be shared with us. To comply with local regulations and to retain stakeholder trust, we consider cybersecurity and data privacy one of our most material topics. To stay current with the technological and generative AI advances being made every day, we take a heavily proactive approach to training and drills to give our team resources at every level to protect our system against cyberattacks and data breaches.

In 2025, we expended our efforts in business continuity planning and disaster recovery to protect our systems in the event of a threat. This planning exercise started at the Bausch + Lomb office level and is now being rolled out to each manufacturing location to build resiliency into our processes and procedures related to cyber and data protection. The rollout is being prioritized based on locations that have the potential to cause the most upset to Bausch + Lomb's business in the event of a cyberattack. For the locations with plans in place, we tested the efficacy of the plans through drills.

Following our initial public offering in 2022, we aligned our practices with those defined by the National Institute of Standards and Technology (NIST) Cybersecurity Framework. In 2024, we conducted a complete audit of our cybersecurity program against this standard. We also engage with third-party networks to share information and ensure our policies and practices are current and effective, including:

- [H-ISAC](#): The Health Information Sharing and Analysis Center, a global cybersecurity best practice-sharing and threat intelligence network for health care stakeholders; and
- [DSAC](#): The Domestic Security Alliance Council, a partnership between U.S. government agencies and private companies that enhances communication and promotes the timely and effective exchange of security and intelligence information. Following our initial public offering in 2022, we aligned our practices with those defined by the National Institute of Standards and Technology (NIST) Cybersecurity Framework. In 2024, we conducted a complete audit of our cybersecurity program against this standard. We also engage with third-party networks to share information and ensure our policies and practices are current and effective, including:



Bausch + Lomb thoroughly checks the security of any digital platform prior to its release and continuously monitors the digital environment for security. For example, Bausch + Lomb recently launched the Opal™ digital platform to provide a secure, streamlined experience for eye care professionals and patients. The platform centralizes product ordering and prescription management, reducing administrative burden for practices while enhancing transparency and mitigating risks such as hidden costs or counterfeit products. By offering a trusted, one-stop marketplace, Opal™ strengthens operational efficiency and patient confidence and supports evolving needs in a secure environment. This platform is reinforced by Bausch + Lomb's ongoing commitment to cybersecurity resilience, providing a secure digital environment that adapts to emerging threats while protecting patient and practice data.

Employee awareness and training continue to be critical components of establishing a culture of vigilance and compliance regarding cybersecurity and data privacy. As part of our mandatory onboarding plan, all new hires complete training on our cybersecurity program and key data privacy policies. In addition, Bausch + Lomb launched monthly phishing simulations — sending realistic emails to test employees' ability to spot fraudulent links, achieving a strong 90–95% success rate — and introduced video-based deep fake training to help staff recognize AI-generated impersonations, reinforcing responsible technology and data practices.

HIGHLIGHT

Bausch + Lomb is 'Secure by Design'

'Secure by Design' is a principle — championed by the Cybersecurity & Infrastructure Security Agency (CISA) — that prioritizes customer security as a core business requirement, embedding protections during the earliest stages of product development rather than treating them as optional features. At Bausch + Lomb, this means designing systems and platforms to be secure out-of-the-box, with safeguards like multi-factor authentication, logging and single sign-on available at no extra cost. By reducing exploitable flaws before products reach the market, we ensure stronger data privacy, regulatory compliance and trust for both customers and partners.

ARTIFICIAL INTELLIGENCE

AI is transforming healthcare by enabling smarter decision-making, improving operational efficiency and accelerating innovation. For Bausch + Lomb, responsible AI management is essential to ensure these technologies are deployed ethically, securely and in ways that protect patient data and uphold regulatory standards. By embedding governance and transparency into AI systems, we reduce risks while maximizing benefits for patients, providers and the environment. This commitment supports sustainable growth and reinforces trust in the digital tools shaping the future of eye health.

To advance these goals, Bausch + Lomb is leveraging advanced AI-powered robotics and algorithms to optimize manufacturing processes and enhance efficiency. By integrating automation and intelligent systems into our production facilities, we are reducing waste, improving precision and improving product quality and production yield—all while maintaining the highest standards of patient safety. This collaboration reflects our commitment to sustainable innovation, enabling us to deliver trusted eye health solutions with greater reliability and reduced environmental impact.

We are also bringing cutting-edge AI diagnostics to eye care professionals through our partnership with Eyetelligence, helping healthcare providers detect and manage ocular conditions earlier and more accurately. The Eyetelligence platform uses advanced algorithms to analyze retinal images, supporting clinicians in identifying diseases such as glaucoma and diabetic retinopathy with speed and confidence. By empowering providers with these tools, we are improving patient outcomes, reducing the burden of preventable vision loss and reinforcing our dedication to safe, ethical and sustainable use of AI in healthcare.

Finally, Bausch + Lomb continues to strengthen its Responsible AI Governance Program, which includes updated policies, oversight framework, and comprehensive training modules to promote AI literacy across the organization. These efforts ensure that every AI application — from manufacturing to patient care — is deployed ethically, securely and in alignment with our sustainability and data privacy commitments.

HIGHLIGHT

Human in the Loop

Bausch + Lomb embraces a “Human in the Loop” approach to AI, ensuring human judgment remains integral to every stage of AI-enabled workflows. We view AI as a tool that streamlines mundane, routine tasks — freeing our people to focus on more strategic, thought-provoking work that requires empathy, expertise and accountability. This principle prioritizes patient safety above all else, with clinicians and experts overseeing critical decisions rather than relying solely on automated systems. Ultimately, our commitment is clear: AI augments human capability, but the Human in the Loop remains the decisive safeguard for quality, ethics and patient trust.

HIGHLIGHT

AI literacy program

In 2025, Bausch + Lomb launched a company-wide AI literacy initiative, equipping employees with the knowledge and skills to responsibly integrate artificial intelligence into our operations. The program focuses on fostering innovation while ensuring ethical practices—helping employees identify AI risks, mitigate bias, apply responsible AI principles and build trustworthy systems. Engagement has been strong, with many employees voluntarily completing the training. Beginning in 2026, AI literacy training will become a mandatory component of professional development, with completion of the training and the establishment of AI-related goals incorporated into the performance review cycle. This approach incentivizes every team member to explore the transformative potential of AI within our business. This AI literacy program is just one example of how we are embedding AI into our strategy, positioning Bausch + Lomb for sustainable growth, operational excellence and long-term value creation.



Research and development

Bausch + Lomb is committed to consistently delivering innovative, breakthrough technologies that address the diverse needs of customers and patients worldwide. Research and development (R&D) remains central to fulfilling our mission — helping people see better to live better — and to driving the long-term growth of our organization. We are motivated by the opportunity to continually enhance our business, expand our product offerings and deliver solutions that meet unmet needs in eye health. Looking ahead, we are focused on identifying emerging challenges and opportunities, ensuring that our pipeline reflects the future of patient care.

Our R&D efforts are led by the Executive Vice President of R&D and Chief Medical Officer, supported by business unit and functional leaders who oversee product development for their respective markets. We leverage multidisciplinary, cross-functional teams on every new product development initiative, enabling informed decisions about risks and opportunities. Governance boards — co-chaired by representatives from both R&D and commercial functions — provide strategic guidance and operational oversight and create alignment across commercial, R&D and operations. These boards serve as the primary decision-making bodies for project teams, managing stage-gate progression, strategic adjustments, budgets and timelines, while resolving conflicts as needed. In addition, Bausch + Lomb is investing in the future through strategic partnerships, disruptive innovation and top-tier talent, driving advancements in disease management, material science and next-generation formulations. From uncovering unmet needs to rigorous planning, research and testing, we are relentlessly pursuing the best possible products — all while supporting education, research and progress in patient care.

Bausch + Lomb approaches product R&D with a sustainable design lens from the outset, embedding environmental considerations alongside safety, quality and performance. By making sustainability a formal objective in the R&D process, teams evaluate foundational choices early — asking whether a product truly needs to be disposable, whether plastics are essential and how materials, packaging and supply chains can be designed more responsibly. This proactive mindset allows new products to be conceived to minimize waste, reduce resource use and improve end-of-life outcomes, rather than retrofitting sustainability after launch. In parallel, we are advancing meaningful improvements to existing portfolios by removing artificial colors and dyes in favor of naturally derived alternatives and expanding the use of vegan formulas where clinically appropriate. Together, these actions demonstrate a comprehensive commitment: designing future products' sustainably from the start while continuously elevating the safety, environmental profile and ethical integrity of products already in market.

*“Our R&D organization is a **growth engine** with approximately 900 scientists, engineers and clinicians across **13 global sites**, all united by one purpose—**helping people see better, to live better.**”*

Yehia Hashad
Executive VP, R&D and CMO

Bausch + Lomb's R&D engine is a global effort comprising roughly 900 R&D employees across 13 sites worldwide. This team has delivered over 20 new product launches in the last two years and is advancing a robust pipeline of 60+ projects, including several with the potential to be "first-of-their-kind" innovations. In the company's November 13, 2025 [Investor Day presentation](#), leadership emphasized that R&D is focused on disruptive innovation to elevate the standard of eye care. Disruptive innovation means that Bausch + Lomb is leveraging new capabilities in disease biology, advanced formulation and material science to address unmet needs across all its business segments. The pipeline is designed to "raise the standard of care" with a steady stream of product launches anticipated into the next decade. In practical terms, this means Bausch + Lomb is innovating across multiple eye health categories — from consumer eye drops and vitamins, to pharmaceuticals for ocular diseases, to contact lenses and surgical devices — with the aim of improving patient outcomes and expanding access to new technologies. See below for overviews of the R&D highlights and key pipeline products for our three core sectors.

VISION CARE AND CONTACT LENS R&D

In the Vision Care and Contact Lens space, Bausch + Lomb is revitalizing the industry with material science breakthroughs and purpose-driven innovation. We are succeeding in creating lenses that improve comfort, expand access and address emerging vision challenges like myopia. Our R&D is focused on bioactive materials, affordability and performance across all lens modalities. Some of our products are:

- Bioactive Contact Lens (HA-Releasing Lens): First-of-its-kind lens that releases hyaluronic acid throughout the day for continuous hydration. Designed to reduce end-of-day dryness and improve comfort. Launch expected in 2028.
- Next-Gen Daily SiHy Lens (Affordable): Engineered for high performance and affordability using existing manufacturing platforms. Makes premium daily lenses more accessible. Launch expected in 2029.
- Myopia Control Daily Lens: Designed for children to slow the progression of nearsightedness using a specialized optical design. Addresses a growing public health need. Launch expected in 2029.
- Premium FRP SiHy Lens (Monthly): Offers daily-disposable-like comfort in a reusable format. Resists deposits and retains moisture for consistent comfort. Launch expected in 2029.

*"Bausch + Lomb Vision Care is well positioned to lead the **next wave of innovation**. We're creating a new category of contact lenses, and we're building a comprehensive portfolio."*

Yang Yang
President, Vision Care



PHARMACEUTICALS AND CONSUMER R&D

Bausch + Lomb's R&D in the Consumer and Pharmaceuticals sectors is focused on bridging advanced science with everyday eye care. We are succeeding in developing clinically differentiated products that are accessible, effective and designed to meet widespread needs, such as dry eye relief, vision nutrition and ocular disease treatment. Our pipeline includes both over-the-counter innovations and first-in-class prescription therapies that aim to elevate the standard of care. Some of these solutions include:

- LumifyNXT™ (Redness Reliever + HA): Combines proven redness relief with hyaluronic acid for added hydration and comfort. Reduces preservatives by 60% for gentler long-term use. Launch expected in 1H 2027.
- Blink® Triple Care PF (Dry Eye Drop): A preservative-free formula that treats both evaporative and aqueous-deficient dry eye. Features a novel “Beat-the-Blink” delivery system for easier drop instillation. Began launching in 2026.
- PreserVision® AREDS3 Vitamins: Adds B-vitamins to the clinically proven AREDS2 formula to help protect against early-stage AMD. Designed to reduce inflammation and support retinal health. Began launching in 2026.
- Dual-Action Dry Eye Therapy (Rx): Combines two mechanisms—anti-inflammatory and tear-film stabilization—for faster, more complete dry eye relief. First-of-its-kind therapy expected around 2029.
- Ocular Pain Relief Drug (TRPV1 Antagonist): Targets corneal nerve pain with a neurosensory agent that blocks pain receptors. Could be the first dedicated treatment for chronic ocular surface pain. Launch anticipated around 2030.

SURGICAL R&D

Bausch + Lomb's R&D in the Surgical sector is transforming its portfolio to become a comprehensive partner for ophthalmic surgeons. The company is succeeding in delivering premium technologies that improve surgical precision, expand treatment options and streamline operating room workflows. Their innovations span lasers, implants and integrated systems designed to elevate outcomes and efficiency.

- seeLYRA™ Femtosecond Laser: A next-generation cataract and refractive surgery laser with improved mobility and precision. Designed for high-volume clinics and better patient outcomes. Launch expected in 2H 2026.
- ELIOS® Excimer Laser MIGS: Implant-free glaucoma treatment performed during cataract surgery. Uses laser-created microchannels to lower eye pressure with long-term results. U.S. launch expected in 2H 2026.
- enVista® “Beyond” EDOF IOL: An extended depth-of-focus lens that provides a continuous range of vision with minimal visual side effects. Completes B+L's premium IOL portfolio. Launch expected in 2027.
- “seeNOVA™” Cataract-Retina Combo System: Integrated surgical platform for both cataract and retinal procedures. Offers advanced fluidics and illumination for improved surgical control. Launch expected in 2028.

At Bausch + Lomb, R&D is the driving force behind our mission to help people see better to live better. With nearly 200 years of innovation behind us, we continue to invest in new technologies, materials and therapies that improve vision, enhance comfort and streamline care. From developing next-generation surgical platforms to optimizing post-operative workflows and using real-world data to inform product design, our R&D efforts are focused on delivering smarter, more effective solutions that support better outcomes for patients and providers alike — today and into the future.

Supplier engagement

The ophthalmology supply chain is highly specialized, with fewer suppliers compared to many other industries. This makes it essential to identify and partner with responsible suppliers who share our values, helping us manage reputational, regulatory, quality and sustainability considerations. In 2025, evolving geopolitical dynamics introduced additional challenges, requiring us to explore greater optionality within our supply chain to maintain consistency in our public offerings. Cultivating strong, diverse supplier relationships remains vital to securing the raw materials, components and services that keep our operations running smoothly, minimizing business disruptions and ensuring we deliver products that empower our customers and patients to see better to live better.

Supplier engagement and management is a multifunctional responsibility at Bausch + Lomb. As of 2025, our Chief Financial Officer (CFO) oversees non-manufacturing supplier spend and our Global Product Supply (GPS) organization, led by the Executive Vice President and Chief Supply Chain & Operations Officer, manages manufacturing-related spend including contract manufacturing organization (CMO) spend. Our CFO and GPS work collaboratively to maintain the stability of Bausch + Lomb's supply chain.

The Procurement Policy and Supplier Management Directive provide the foundation for how Bausch + Lomb identifies, assesses, onboards and monitors suppliers, with a particular focus on external manufacturing partners. Our formal Supplier Relationship Management Program brings together Procurement, Quality, EHS+S and Supply Chain to provide 360-degree oversight of supplier performance and ensure proactive management of key relationships. Potential suppliers undergo an initial screening process that includes qualitative and quantitative evaluations of their management systems, product quality, sourcing practices, EHS+S efforts and protections for human rights globally and colleagues' rights locally within Bausch + Lomb. To strengthen this process, we also leverage a supplier sustainability questionnaire via a cloud-based vendor risk management platform that supports ESG compliance topics and enables us to monitor and assure alignment to global regulatory expectations. Once suppliers are selected and onboarded, their performance is regularly reviewed through cross-functional scorecards that measure critical indicators such as cost, quality, timeliness and adherence to ethical and sustainable business practices. Leadership receives consolidated insights on these scorecards each quarter, supporting continuous improvement and responsible supplier stewardship.



VENDOR RISK MANAGEMENT

Our initial supplier sustainability assessment in 2024 focused on suppliers who needed to comply with the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG). In 2025, we expanded our assessment to include global suppliers in anticipation of the European Union’s Corporate Sustainability Due Diligence Directive (CSDDD). Despite legislative changes to these two regulations and associated delays with implementation, we continued to add global manufacturing suppliers and high-spend non-manufacturing suppliers, including travel, logistics and fleet. In total, we included 1,881 suppliers in our VRM program which were first evaluated on their country risk and industry risk. Based on those risk results, we then invited 972 (52%) of those suppliers to take our sustainability assessment.

Our sustainability assessment was enhanced in 2025 to add topics for carbon footprint, energy management, Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and conflict minerals, in addition to the initial 2024 topics of environmental protection, health & safety, human rights & labor, supply chain responsibility and anti-bribery & anti-corruption. We achieved our registration rate goal of a minimum of 90% by registering 899 of the 972 invited suppliers, or 92%. Once suppliers complete their sustainability assessment, they are validated, reviewed and given a result of green, yellow, or red. Suppliers marked as yellow or red are provided with Corrective and Preventive Action plans and expected to address the risks or gaps identified. Suppliers then revise their responses to improve accuracy and sustainability, giving Bausch + Lomb greater insight into its supply chain sustainability risk.

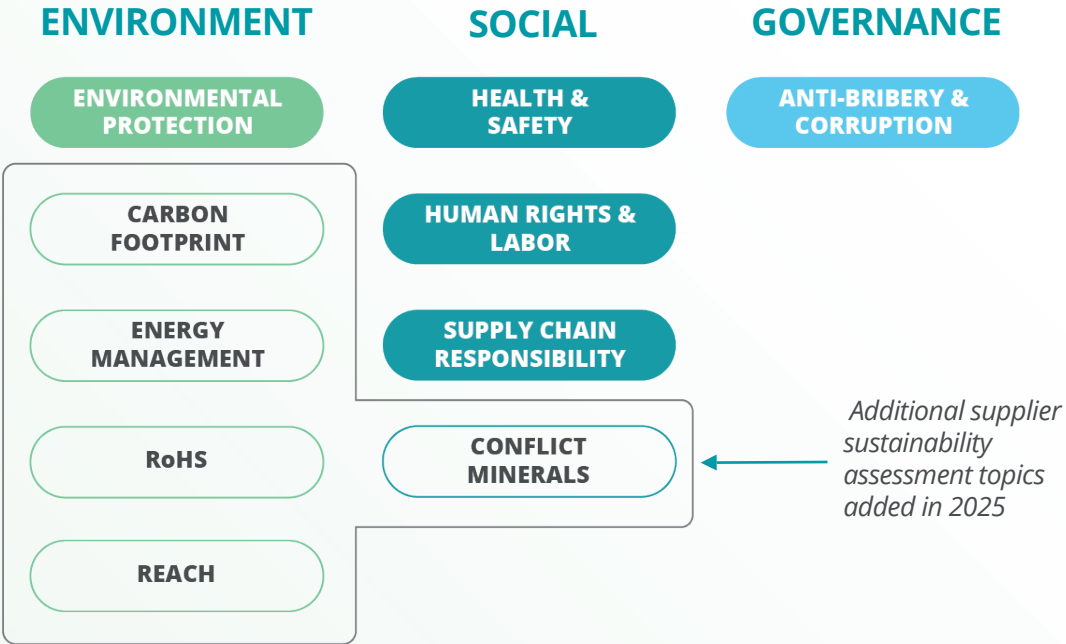
In 2025, we established the Vendor Risk Management Governance Board to standardize governance and provide strategic oversight of vendor risk management. Its responsibility is to drive global compliance, oversee Corrective and Preventive Actions, enhance accountability, prioritize supply chain risks, and strengthen data collection for leadership and ESG reporting.

Bausch + Lomb’s Electronic Component Risk Management Program, launched in January 2025, proactively monitors all electronic components used in our products to mitigate risks such as obsolescence, supply shortages and environmental concerns. Beginning in St. Louis, MO and now expanding to other Bausch + Lomb manufacturing locations, the program leverages a third-party partner for market monitoring and conducts quarterly governance reviews to ensure resilience in our supply chain. Recently, this approach enabled us to quickly identify supply constraints driven by increased AI-related demand for microchips and read-only memory (ROM) chips, allowing us to secure critical components and initiate redesigns. By addressing these risks early, we ensure production continuity and safeguard patients from disruptions that could have lasted up to two years.

Our Vendor Risk Management (VRM) program for assessing suppliers against ESG topics expanded in 2025. The purpose of our VRM program for sustainability is:

- Fulfill the due diligence requirements of supply chain legislation and future legal sustainability requirements (CSDDD, LkSG, VSoTr, NTA etc.)
- Report according to recognized standards such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and International Sustainability Standards Board (ISSB) and comply with legal reporting requirements like the European Union’s Corporate Sustainability Reporting Directive (CSRD)
- Achieve our internal risk reduction targets faster by engaging our suppliers while also improving our data transparency, such as our Scope 3 greenhouse gas emissions

Our ten supplier assessment topics



Strong supplier engagement is underpinned by clear expectations and accountability mechanisms. The policies and programs below outline how Bausch + Lomb sets standards, manages risk, and promotes responsible practices across its value chain.

Global Human Rights Policy



Reaffirms B+L's commitment to respecting human rights in our global operations and value chain and sets expectations for employees and business partners.

Supplier Code of Conduct



Extends our expectations of ethical business conduct to our business partners across the value chain.

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



State that suppliers must also comply with Bausch + Lomb's Code of Conduct — which outlines our commitment and expectations for ethical, sustainable, and responsible business practices, including respect for human rights, environmental stewardship, and compliance with applicable laws and international standards.

Business Ethics Hotline



Provides a confidential channel available to all suppliers and business partners to raise ethical, compliance, or human rights concerns, enabling transparency and accountability.

Vendor Risk Management Program

Implemented in 2024, Bausch + Lomb's vendor risk management (VRM) program continues to strengthen oversight of all direct material and CMO suppliers. Through detailed assessments of environmental protection, human and labor rights, health and safety and supply chain responsibility, we proactively identify and address potential risks to ensure ethical and sustainable practices across our supply chain.

Modern Slavery Report



Provides transparency on B+L's approach to identifying, preventing, and addressing modern slavery risks across our global operations and value chain, and reports on related actions and progress.

ENVIRONMENT

Environmental management

For nearly two centuries, our company has been defined by our ability to constantly evolve with intention toward the future. The Broader Perspective involves placing great importance on managing and mitigating our environmental footprint, particularly as it pertains to our resource use, waste generation and GHG emissions. We have long believed that practicing environmental stewardship is the right thing to do for our communities and our planet — and these practices are becoming of increasing interest for our key stakeholders. Strong environmental management not only appeals to customers, consumers, regulators and our employees, but also helps us drive business value and reduce costs through conservation and efficiency.

Now more than ever, our business and sustainability priorities are aligned. Throughout our storied past, Bausch + Lomb has been defined by our ability to adapt to address the needs on the horizon. Sustainable innovation is no different. With The Broader Perspective, we are innovating our eye health business to build sustainable attributes directly into our products. This intentional focus is helping us reach a much larger goal: creating sustainable progress for the next generation.

Our global EHS+S function maintains responsibility for the execution of environmental practices and performance across the business, with further oversight from the Nominating and Corporate Governance Committee and the Board. At our sites, EHS+S managers are in place to oversee facility operations and ensure compliance with internal and external policies, procedures, regulations and standards. We have developed and actively employ more than 30 corporate EHS+S policies to govern our procedures for preventing negative impacts, auditing our actions and reporting on our performance.

INCREASING SOLAR



WASTING LESS



INNOVATING SUSTAINABLY



GLOBAL COMMITMENT



TRANSPARENT PROGRESS



EXTENDED PRODUCER RESPONSIBILITY



HIGHLIGHT

Driving growth through operational excellence

Bausch + Lomb’s global Operational Excellence process improvement strategy focused on enhancing operational efficiency and driving sustainable, profitable growth in 2025. During the inaugural Investor Day presentation in November, our CEO initiated discussion with the quote: “Mediocrity hides behind ‘good enough.’ Excellence burns right through it.” This mindset has persisted throughout all aspects of our business in 2025, as we strive for disruptive innovation and operational excellence on our journey to become the best eye health company in the world.

As we navigate this journey, we have found new ways to further our commitments to sustainability. In 2025, we identified ways to improve overall equipment efficiencies (OEEs) and reduce waste in our production processes. As a result of leadership’s commitment to executing these improvements, we have sites running at record high production rates while decreasing the energy and waste intensities associated with each batch. We are diligently working to integrate these improvements at all of our locations to build an operational excellence acumen within our workforce and to build sustainability stage gates within each step of our production process, from R+D to distribution.

In addition to our robust internal teams and policies, Bausch + Lomb also leverages compliance auditing programs and voluntary external certifications to drive environmental best practices and mitigate risks. EHS+S representatives perform periodic internal audits to support compliance with both regulations and internal policies. Third-party audits of our management systems are conducted as part of the process to obtain and maintain certain voluntary certifications. We have adopted a software analytics platform to proactively identify and monitor the requirements of current and forthcoming sustainability-related regulations to further support our compliance initiatives and have enhanced our fuel, energy, waste and water (FEWW) data collection platform, used globally, to track, trend and report metrics. In 2025, we implemented a cloud-based solution designed to simplify and centralize ESG and sustainability reporting. Together, these efforts ensure a comprehensive, forward-looking approach to compliance that strengthens accountability and reinforces our commitment to sustainable operations across the organization.

Fuel, Energy, Water and Waste (FEWW) continue to be significant areas of focus for the EHS+S team and each of our facilities. Every site is encouraged to develop signature sustainability initiatives that will deliver operational, environmental and community value. For instance, in 2025, the Tampa site undertook targeted conservation initiatives through its local energy management team, resulting in improvements in efficiency, while the Macherio, Italy site conducted an assessment focused on waste reduction, specifically addressing tank tailings that are classified as hazardous waste and contribute to overall waste generation. We track our performance against these objectives and monitor additional key metrics via our centralized EHS+S data management system. We continue to enhance this system to further strengthen our global sustainability data reporting capabilities. We look forward to continuously leveraging and improving our systems, people and policies to enable efficiencies for our business and benefits for our planet.

Audits will typically be conducted every three years, but the schedule may be adjusted based on risk or business needs.

The objectives of Bausch + Lomb's EHS+S internal audit program are to provide independent verification that:

- 1 The company's operations are in compliance with applicable EHS+S laws, regulations, company policies and procedures;
- 2 Good management practices are followed to reduce health and safety risks within the workplace and to protect the environment; and
- 3 EHS+S management systems are in place to ensure continued compliance.

Energy and carbon reduction

In 2025, Bausch + Lomb advanced its carbon reduction efforts through expanded emissions transparency, practical operational tools and continued investment in renewable energy. 2025 also marked the first inclusion of Scope 3 emissions in our greenhouse gas reporting, the introduction of an Energy Reduction Playbook to support site-level efficiency actions and the transitioning of facilities toward renewable electricity procurement and solar implementation. We also reported to California in December 2025 to comply with the Climate-Related Financial Risk Act (SB 261), in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework for climate risk reporting. Our [California report](#) detailed our assessment of climate-related risks and opportunities and identified strategies for reducing our risk exposure.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Bausch + Lomb’s sustainability approach emphasizes conducting operations responsibly and prioritizes the health and safety of all those in the value chain. Identification and management of climate-related risks is paramount and a detailed risk assessment was conducted in late 2024. Climate-related risks are categorized as either risks to the business as the world transitions to a low-carbon economy (transition risks) or weather-related risks (physical risks). We have identified a comprehensive set of climate-related risks and opportunities which may have a material impact on the organization’s operations, financial performance and long-term strategic direction.

Bausch + Lomb’s transition risk assessment was conducted using a qualitative approach, incorporating research and industry benchmarking, to explore the implications of transitioning to a low-carbon economy. Transition risks were identified within the context of Bausch + Lomb’s business, then prioritized by those with the largest financial impact if they were to materialize. The prioritized risks were taken into a quantitative financial modeling exercise to understand the magnitude of the impact and for incorporation into the Enterprise Risk Management (ERM) process.

The physical risk assessment was performed through geospatial modeling of physical climate hazards and asset vulnerabilities of critical sites to evaluate potential weather-related events that could damage assets and disrupt operations. Financial modeling was performed to understand the impact these physical risks could have on the business if they materialized and for incorporation into the ERM process.

Bausch + Lomb faces several climate-related risks that require proactive management. Physical risks such as flooding—both surface water and riverine—pose potential threats to our asset portfolio across short-, medium- and long-term horizons. Transition risks also remain a key focus, including compliance challenges tied to evolving ESG regulations and Extended Producer Responsibility requirements, which could lead to financial and reputational impacts if not addressed. Water stress is another concern, as mandated rationing or increased purification costs could affect production efficiency. Additionally, rising carbon and plastic costs driven by regulatory pricing and taxation may increase operational expenses over time.

Alongside these risks, we see significant opportunities to strengthen resilience and efficiency. By embedding circular economy principles into product design, we can achieve long-term cost savings through reduced raw material use, streamlined manufacturing processes and redundancy minimization across the value chain. We are also enhancing supply chain resiliency by near-shoring production, building efficiencies and maintaining higher inventory levels to mitigate disruptions. These strategies not only reduce risk exposure but also position Bausch + Lomb to deliver sustainable growth and improved value for patients and stakeholders.

“Leadership is the ability to marshal the masses around a shared goal or purpose.”

Al Waterhouse
Executive Vice President and Chief Supply Chain and Operations Officer

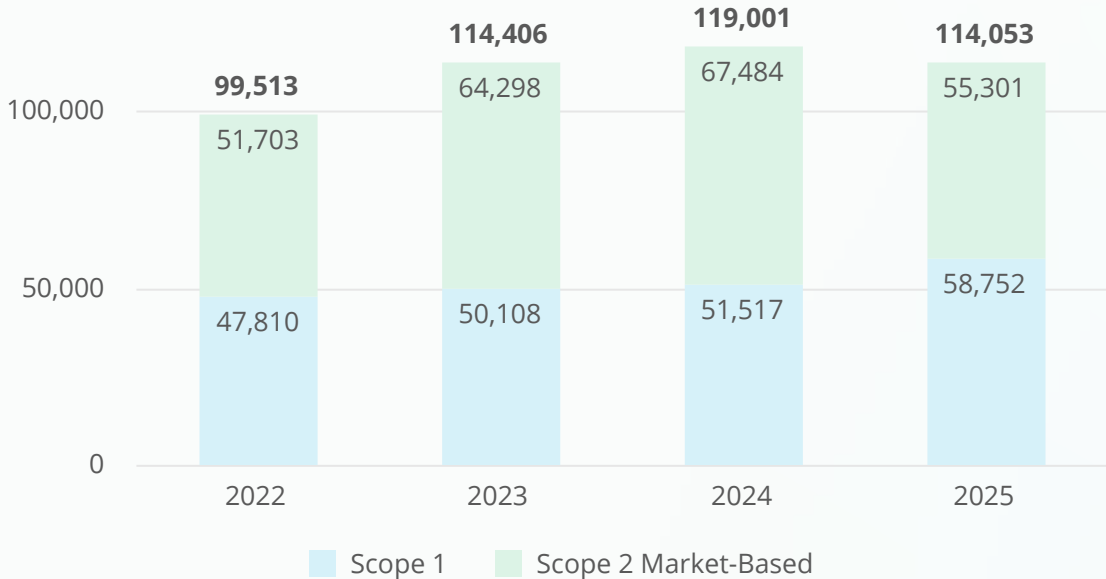


GREENHOUSE GAS EMISSIONS

Bausch + Lomb is building on the strong momentum established in 2024, actively advancing our decarbonization strategy and embedding net zero-aligned practices across the business in 2025. At the core of The Broader Perspective, this long-term commitment directs our efforts to reduce fuel, energy, water and waste while expanding on-site renewable energy. To reach our Net Zero by 2050 commitment, we are focused on lowering Scope 1 emissions from direct fuel use and Scope 2 emissions from purchased electricity — targeting a 93% reduction through increased manufacturing efficiency, investments in renewables and ongoing sustainability initiatives. We continue to maintain ISO 50001 Energy Management System certification at our largest sites, reinforcing best-in-class practices and a culture of continuous improvement.

In 2025, we enhanced transparency by expanding our emissions accounting to include Scope 3, giving greater visibility into our value chain impacts. With this, we submitted our initial reporting of Scope 3 emissions to CDP and EcoVadis in addition to again reporting our energy consumption and Scope 1 and 2 GHG emissions. Detailed values are in the Data Tables of this report. These disclosures reflect enhanced capabilities for tracking, measuring and reporting climate-related data, supported by robust governance and tools. By expanding our reporting and transparency, we are driving accountability and accelerating progress toward our carbon reduction goals.

SCOPE 1 AND SCOPE 2 MARKET-BASED GHG EMISSIONS (METRIC TONS CO₂e)^{1,2}



¹ Please see details of 2022 and 2023 data restatements on page 70 of the Appendix.
² Scope 1 is higher in 2025 due to Waterford, Ireland site utilizing natural gas in two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid. As a result, Scope 2 emissions are lower in 2025.



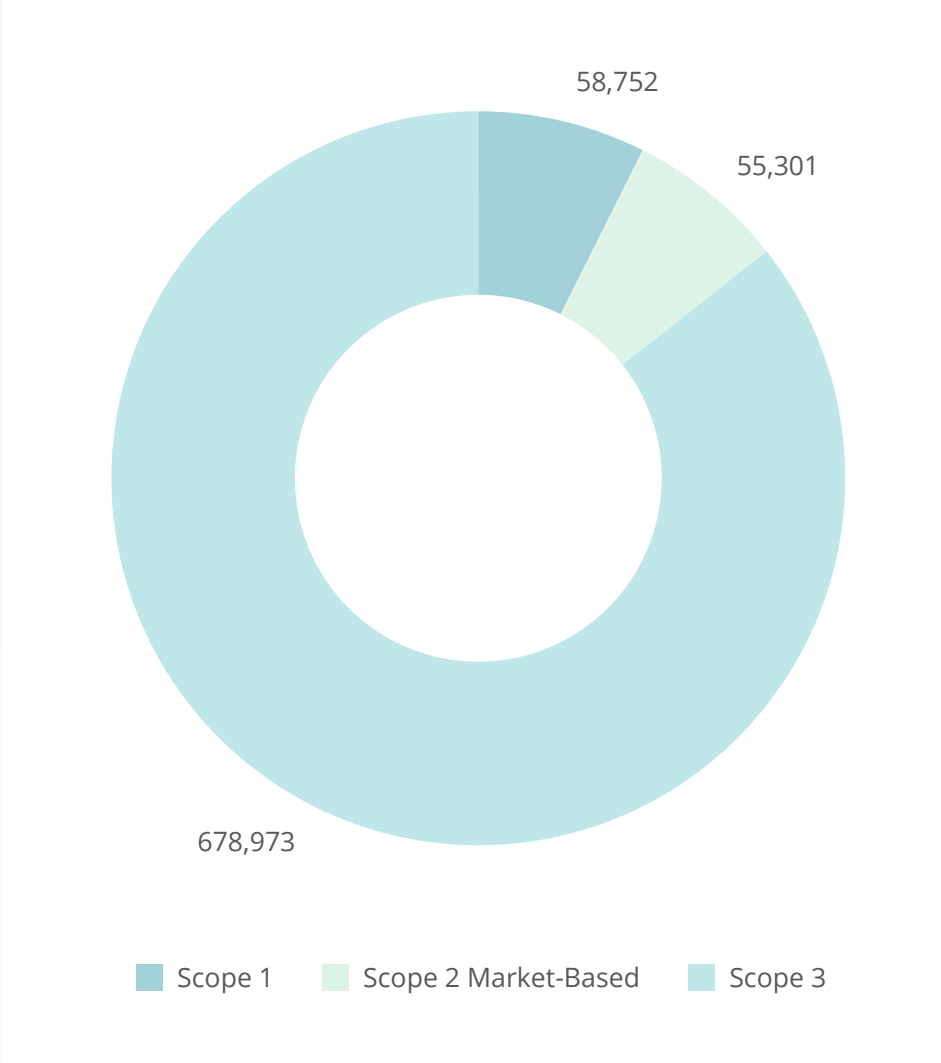
HIGHLIGHT

Scope 3 inventory

In 2025, Bausch + Lomb expanded its sustainability efforts by developing a Scope 3 greenhouse gas emissions inventory. This work provides valuable insights into the indirect emissions generated throughout our value chain, helping us identify opportunities for reduction and long-term improvement. These calculations will serve as a foundation for setting strategies that further minimize our environmental impact.

| SCOPE 3 CATEGORY | | SCOPE 3 VALUE (MTCO ₂ e) |
|------------------|--|-------------------------------------|
| Category 1 | Purchased goods and services | 306,690 |
| Category 2 | Capital goods | 9,803 |
| Category 3 | Fuel- and energy-related activities | 25,297 |
| Category 4 | Upstream transportation and distribution | 78,626 |
| Category 5 | Waste generated in operations | 6,201 |
| Category 6 | Business travel | 4,534 |
| Category 7 | Employee commuting | 10,585 |
| Category 8 | Upstream leased assets | 1,021 |
| Category 9 | Downstream transportation and distribution | 6,459 |
| Category 11 | Use of sold products | 238 |
| Category 12 | End-of-life treatment of sold products | 229,519 |

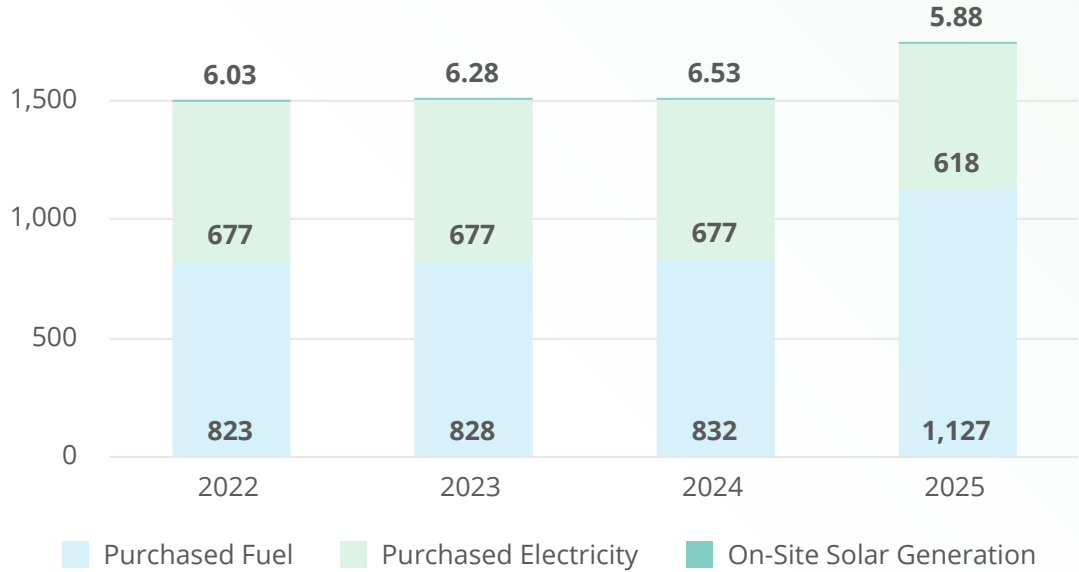
TOTAL SCOPE 1, 2 MARKET-BASED, AND 3 EMISSIONS (METRIC TONS CO₂e)



REDUCTION EFFORTS

As part of our broader climate strategy, Bausch + Lomb continues to advance energy reduction efforts through targeted operational improvements and scalable, site-level initiatives implemented across its global footprint. In manufacturing, we have implemented larger-batch production with upgraded mixers, allowing more material to be processed at once and thereby reducing per-unit energy use, cycle times and operational waste. We further improved energy performance by upgrading lighting to LED systems in the Rochester R&D labs and the Advanced Development Lab in Waterford, reducing electricity demand while maintaining operational reliability and safety. At our Rochester and Waterford sites, we are also transitioning from gas-powered forklifts to Automated Guided Vehicles, cutting on-site fuel consumption and emissions and improving indoor air quality. Together, these investments advance resource efficiency, support employee well-being and strengthen the resilience of our production systems. In the U.K., we continue to maintain a publicly available [Carbon Reduction Plan](#), underscoring our commitment to measurable progress and accountability to our stakeholders in that region. We also introduced an Energy Reduction Playbook template in 2025 that equips sites with low-cost, practical actions to drive immediate efficiency gains. Renewable energy and energy-efficiency initiatives continued in 2025, and we are scaling successful pilots across additional facilities. Together, these efforts strengthen our climate strategy, accelerate emissions reductions and reinforce our commitment to sustainable, resilient operations.

ENERGY CONSUMPTION (TERAJOULES)^{2,3,4,5}



² Please see details of 2022 and 2023 data restatements on page 69 of the Appendix.
³ Bausch + Lomb consumes 100% of solar energy generated on-site.
⁴ Natural gas fuel consumption is higher in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid. As a result, purchased electricity is lower in 2025.
⁵ Warsaw, Poland is not included in the 2025 value for on-site solar generation.

HIGHLIGHT

Energy reduction playbook

To achieve Net Zero by 2050, one of our initiatives is to implement an Energy Reduction Playbook at each of our global manufacturing sites. A playbook template was developed in 2025 to measure, analyze, improve and report electricity and fuel consumption. The playbook is meant to enable coordination between site leadership, engineering, facilities and EHS+S to identify and implement energy reduction and efficiency levers at each site. A standard list of “quick wins” and no-cost / low-cost levers are included for applicability review and implementation considerations. The playbook also considers current and planned site projects where energy increases or decreases are captured. Other playbook content may include third-party site energy audit recommendations, ISO 14001 and ISO 50001 opportunities, along with employee energy reduction suggestions.

Some energy management projects implemented at the Rochester, NY site in 2025 include:

- Installed new baseload air compressor and demand management controls, which decreased power used to produce compressed air by about 10%.
- Identified leakage in chilled water system to stop dilution of treatment chemicals and fouling of heat exchange surfaces.
- Joined local utility’s energy management program to model energy efficiency baseline and look for improvement opportunities.
- Analyzed total power usage in the new product area, revealing that indirect demands — such as HVAC and compressed gases — account for roughly 72% of contact lens manufacturing power consumption.
- Shutoff utilities to idle manufacturing areas to minimize waste.
- Installed Honeywell Forge AI to identify and correct poorly performing HVAC systems.
- Installed 12 additional electric vehicle charging ports, bringing site total to 28 ports.
- Installed 120V outlet at bike racks to allow for e-bike charging.



HIGHLIGHT

Photovoltaic carports in France

At our Montpellier, France office location, photovoltaic carports transform a simple parking area into a source of locally produced, renewable energy. The carport canopies support 1,160 south-facing solar panels with a total capacity of 493 kWp. The installation generates approximately 684 MWh of electricity each year, covering nearly 45% of the site’s annual electricity consumption through self-production.

HIGHLIGHT

Transitioning sites to renewable energy

As we continue to implement our decarbonization strategy, we have maintained existing efforts to promote sustainable energy practices throughout the organization. Solar arrays at our locations in Munich, Germany, Aubenas, France, and Rochester, New York continue to generate and supply renewable energy to these sites. In 2025, Bausch + Lomb’s total on-site solar generation was 5.88 terajoules.

Starting in 2025, and extending through 2026, our Sterimedix and East Sussex manufacturing sites in the United Kingdom have purchased certified renewable energy to cover 100% of their electricity consumption. Our Kingston, UK office committed to certified renewable energy in 2024 and has re-committed for an additional two years. Our Porto Alegre manufacturing site purchases certified renewable electricity generated from wind, solar, biomass and small hydroelectric plants.



Resource use and extended producer responsibility

RESOURCE INFLOWS

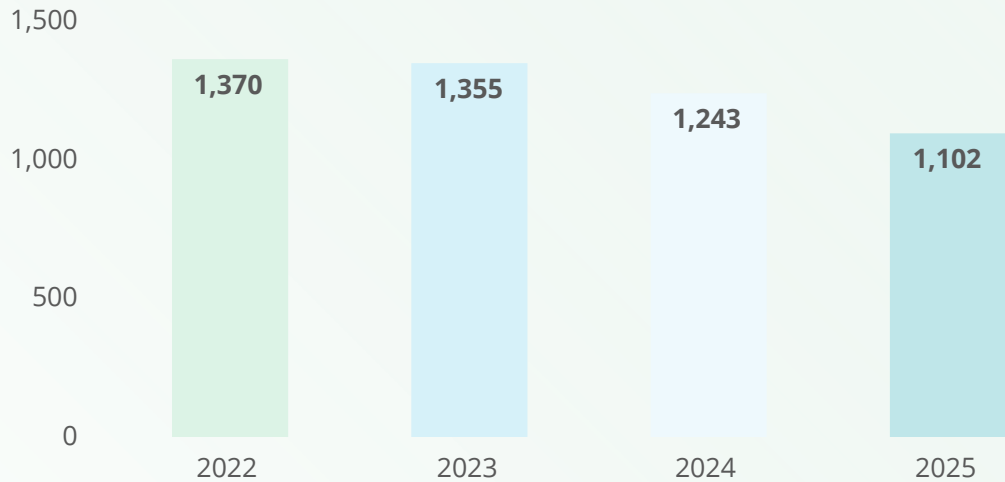
Bausch + Lomb continues to steward the resources required to manufacture and deliver our lens, pharmaceutical and surgical products with a focus on efficiency and impact reduction from the outset. Such resources include the raw materials and upstream value chain, water use and equipment utilization in our operations. We remain committed to integrating sustainability into core operations and decision-making, balancing performance, quality and safety with responsible resource use across our global value chain. As we continue on our sustainability journey, we are focused on better understanding and mitigating any negative impacts of our resource consumption on communities and the environment.

Beginning with R&D, sustainability retains a formal role in stage-gate governance, guiding early choices about materials, processes and packaging to minimize our environmental footprint. R&D project teams have a charter to review sustainability aspects and reductions to water, materials and solvents. One example from 2025 includes working to reduce the plastic blister packaging for our Biotrue® ONEday contact lens by implementing a 50% lighter weight plastic, along with also reducing the paper-based carton size. These actions exemplify our ongoing approach to design for sustainability from the start — evaluating material use, packaging waste and end-of-life handling while still maintaining clinical and regulatory requirements.

We continue to assess environmental factors as part of sourcing and supplier selection, maintaining aligned expectations for energy, water, waste, sustainable procurement and EHS+S certifications across both direct material and CMO partners in our value chain. In parallel, we are sustaining responsible water management initiatives — such as advanced treatment and reuse — where appropriate to reduce waste and conserve resources. Through these combined actions — designing sustainably from the start, upgrading facilities and equipment and reinforcing supplier performance — we are mitigating the impacts of resource inflows while supporting reliable, high-quality products for patients and providers.

*To **reduce the plastic blister packaging** for our Biotrue® ONEday contact lenses, we've implemented a **50% lighter weight plastic**, along with also reducing the paper-based carton size.*

WATER WITHDRAWAL (MEGALITERS)⁴

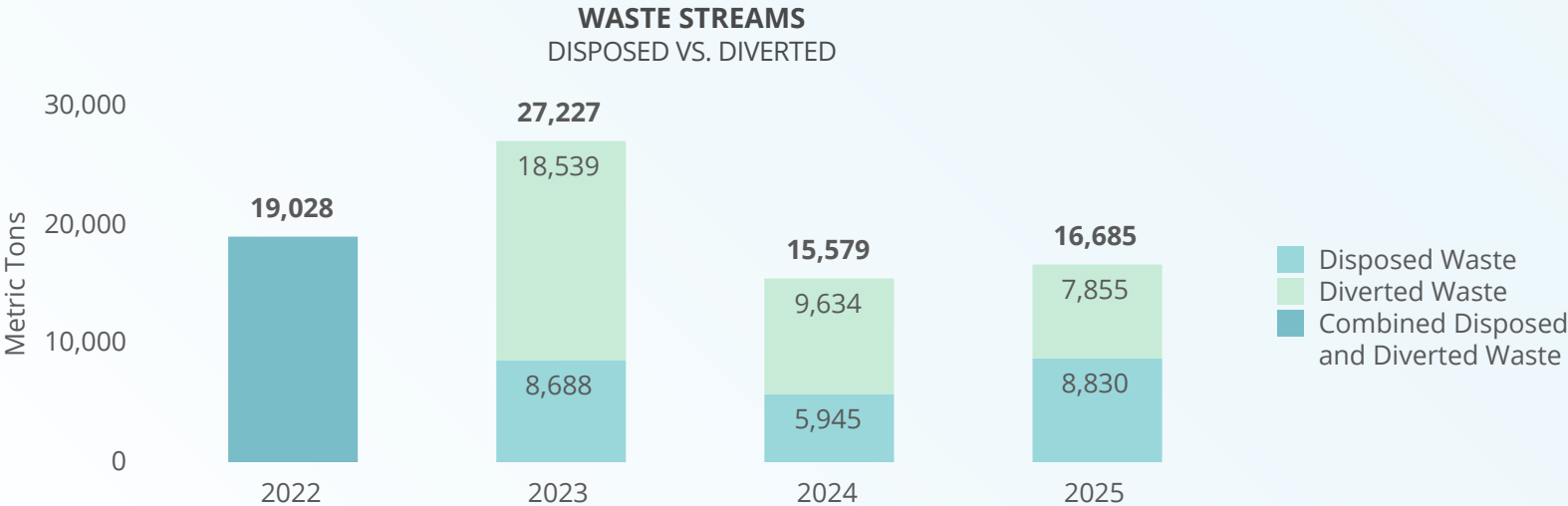
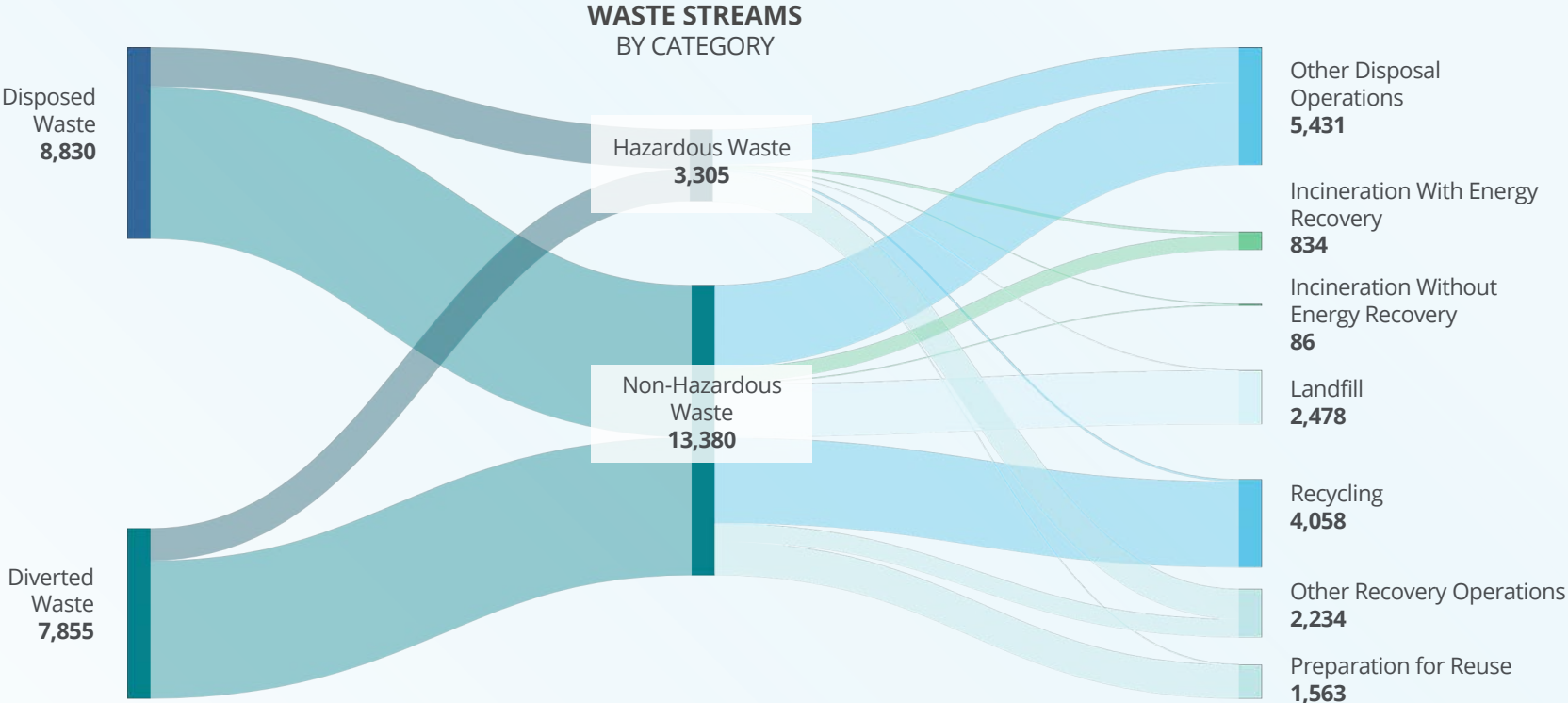


⁴ Please see details of 2022 and 2023 data restatements on page 72 of the Appendix.

RESOURCE OUTFLOWS

The product and waste output resulting from Bausch + Lomb’s production processes and customer use are just as important as the resources and material input for our operations. The Broader Perspective includes addressing waste and packaging reduction, along with product end-of-life handling.

- Bausch + Lomb’s ISO 14001 certifications and EMAS Environmental Management Systems, along with our UL2799 Zero Waste to Landfill commitments at our largest sites, reflect our dedication to material and waste reduction efforts within our operations.
- By streamlining packaging content and developing a global packaging database, we’re supporting Extended Producer Responsibility (EPR) reporting and identifying new opportunities to prevent packaging waste for customers and in our supply chain.
- Our customer-focused ONE by ONE recycling program keeps contact lenses and packaging out of landfills and waterways.
- Within our Supply Chain organization, we continue to implement system optimizations that support core business processes and enable more effective, data-driven planning. Improvements are being made to inventory turnovers, expired products and scrapping of products. We saw a 40% reduction of waste at our distribution centers in 2025 due to enhanced planning, cross-functional coordination and use of data-informed decisions.



EXTENDED PRODUCER RESPONSIBILITY (EPR)

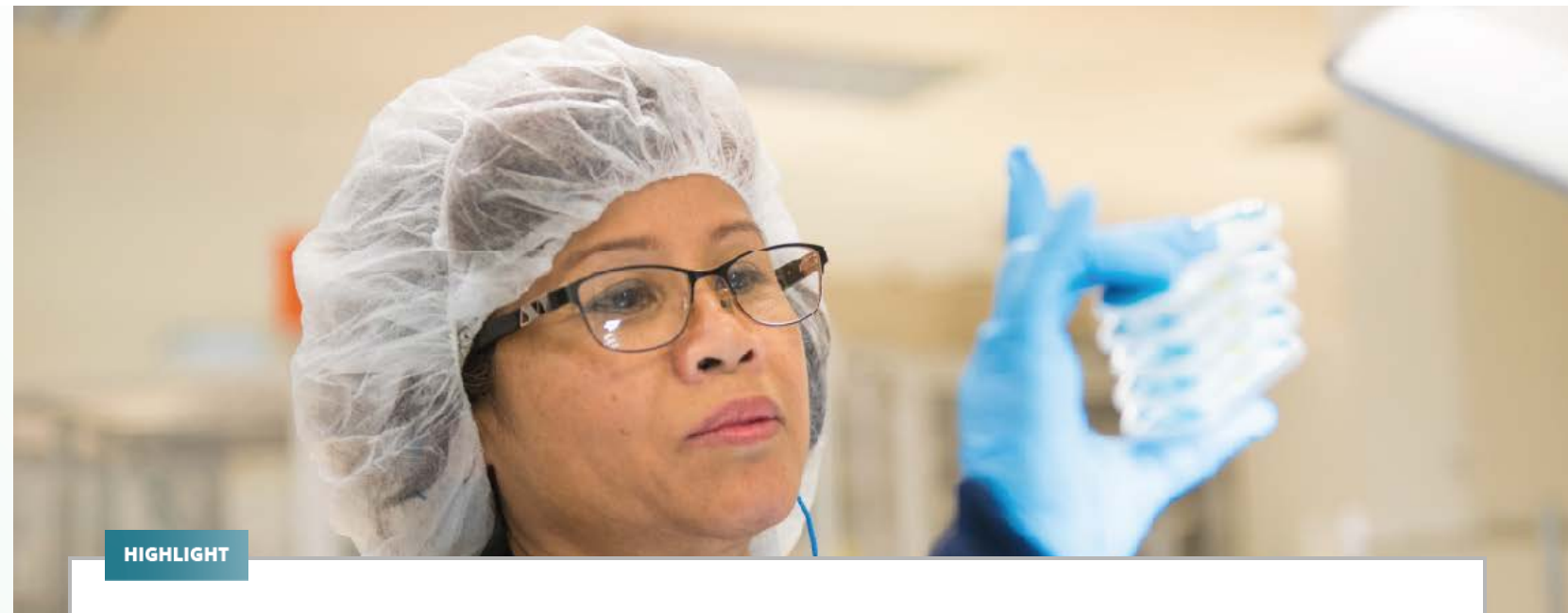
EPR is an important framework that encourages manufacturers to take accountability for the entire lifecycle of their products, including packaging and end-of-life management. For Bausch + Lomb, EPR is an important part of our business strategy as we work to reduce environmental impacts while maintaining the highest standards of product safety and quality.

In 2025, we made progress by identifying opportunities to reduce packaging, evaluating material choices and designing solutions that minimize waste from the start. These considerations are embedded into our product development and sourcing decisions, ensuring sustainability is part of the conversation at every stage.

By aligning with EPR principles, we are not only preparing for evolving regulatory requirements but also driving innovation that supports a circular economy and reduces resource consumption. This commitment reflects The Broader Perspective and allows us to deliver trusted eye health products while protecting the environment for future generations.

- To promote circularity, we are transitioning to electronically available instructions for use (eIFUs) in our products, reducing paper waste and supporting materials reduction.
- We continue to practice responsible waste management through our ONE by ONE Recycling program, which has collected a total of 660,000 pounds of used contact lenses and lens care materials in the United States — items that might otherwise end up in landfills or waterways.
- To amplify our impact, we are collaborating with EyeSustain, a key industry organization that works to influence regulatory bodies, making it easier to adopt lower-carbon products and share best practices across companies, paving the way for meaningful change.

These efforts reflect our ongoing commitment to improving environmental performance for the well-being of our business, our communities and our planet.



HIGHLIGHT

From grams to gains: How research informs our EPR approach

A recent peer-reviewed analysis of 16 intraocular lens (IOL) packages sold in the U.S. found meaningful variability in total packaging weight—from 29 g to 116 g—with preloaded IOL systems averaging 85 g versus 55 g for non-preloaded IOL systems, reinforcing the link between packaging mass and environmental burden. Paper dominated the waste profile, and printed IFUs alone averaged ~15 g — about 25% of a box's mass. The Bausch + Lomb models sampled (Akreos®, enVista®, Soflex®) showed IFU mass ranging from 22% to 47% of the total packaging weight. For hydrophilic designs, sterile fluid materially increased weight — for example, Akreos contained ~16 g of fluid — whereas the hydrophobic enVista avoided this driver. The authors identify practical levers aligned with EPR — shifting to eIFUs via QR codes (permitted in the U.S. and EU) and pairing preloaded cartridges with autoclavable injectors to reduce single-use components, shrink packaging and cut shipping impacts.

These findings inform our approach to right-sizing packaging, digitizing paper where regulations and clinical practice allow and optimizing component choices to lower material intensity across our IOL portfolio. Given the global scale of IOL implantation, even modest design changes can meaningfully reduce the footprint of cataract care. For more information, see [this article](#).

HIGHLIGHT

Transforming waste into opportunity: Our ONE by ONE Recycling Program



Together with eye care professionals, patients and consumers, Bausch + Lomb continues to make a meaningful impact – keeping millions of used contact lenses, along with eye care and lens care packaging materials out of landfills and waterways through our ONE by ONE Recycling Program. The ONE by ONE Recycling Program is Bausch + Lomb’s first and only U.S. recycling program. We also maintain a similar contact lens recycling program in Canada called Every Contact Counts. Due to contact lenses’ small size and the types of plastic used, these materials are not accepted in local recycling facilities. Our program collects used contact lenses, top foils and opened plastic blister packs from any brand along with our Biotrue® lens care bottles and packaging. To participate, contact lens wearers can bring their used contact lenses and packaging to official ONE by ONE recycling locations at optometry and eye care practices. These locations collect the used materials in a custom recycling bin provided by Bausch + Lomb. Once the bin is filled, the optometry practice ships the materials to TerraCycle® where it is cleaned and melted into hard plastic pellets that can be used to make new recycled products.

We’ve helped recycle nearly 660,000 pounds and collected more than 114 million units of used contact lens, eye care and lens care material through November 2025. These programs are made possible through a collaboration with TerraCycle®, a world leader in the collection and recycling of hard-to-recycle waste. As an additional benefit, for every 10 pounds collected, TerraCycle makes a \$10 donation to Optometry Giving Sight, a global fundraising initiative aiming to solve unnecessary blindness and vision impairment. To learn more about our ONE by ONE Recycling Program, visit our webpage.

2025 SUSTAINABILITY INITIATIVE OF THE YEAR

Our ONE by ONE Recycling Program was honored with the 2025 Sustainability Initiative of the Year award by the Business Intelligence Group. This recognition underscores the significant impact B+L is making in communities through innovative sustainability practices. With nearly 10 awards earned to date, the program reflects our deep, ongoing commitment to environmental stewardship. We are proud of this achievement and will continue striving to enhance the program year over year, ensuring even greater positive outcomes for people and the planet.



We are **actively identifying** Extended Producer Responsibility initiatives to reduce **product and packaging waste.**

HIGHLIGHT

Reducing paper inserts

We are making a conscious effort to remove unnecessary paper and packaging from our products where possible. One example is our transition from paper-based Instructions for Use (IFU) to electronic Instructions for Use (eIFU) in some of our enVista® intraocular lenses (IOLs) which supports Bausch + Lomb's ongoing commitment to environmental sustainability while maintaining regulatory compliance, product safety and user accessibility. By eliminating the distribution of paper IFUs, the organization avoided the disposal of 25 tons of paper from waste streams from 2023 through June 2025. Another example is the removal of the paper insert across our Blink® product lines, which we completed in 2025. These changes directly lower the demand for raw materials, including wood pulp and petroleum-based inks and reduces waste generated during manufacturing and product use.

The elimination of inserts and the adoption of eIFU also reduces energy usage and greenhouse gas emissions associated with printing, storage and transportation of paper in our products. Fewer printed materials result in lower shipping weights, contributing to reduced fuel consumption and emissions across the supply chain.

HIGHLIGHT

Options: Single use or Instrument maintenance and repair

Many of our surgical instruments and tools are single use to ensure high quality and patient safety. But other high quality and safe tools are reusable and repairable creating a sustainable option to reduce material consumption. Our [Red Carpet®](#) Repair Service program allows customers to return [Storz®](#) or Bausch + Lomb stainless steel or titanium instruments for repairs to "like new" condition without the cost or delay of replacement. 1,200 customers are currently registered in the program and over one-third of registrants use the program on a regular basis.

SOCIAL

Employee health and safety

At Bausch + Lomb, cultivating a healthy and safe work environment enables us to mitigate risk, illness and injury; positively impact our employees; maintain compliance with applicable regulations; and prevent business interruptions. Our objective is to uphold a workplace where employees can contribute fully to our mission and return home safe and able to enjoy their lives at the end of each day. Oversight of these efforts remains the responsibility of our EHS+S organization, which manages our global health and safety programs and ensures alignment across sites. Executive leaders review performance on a weekly basis, and management-level meetings are held monthly to discuss incidents throughout our business units. The Board of Directors also receives routine updates. Sites are supported by EHS+S managers, Occupational Health Nurses, and more than 30 corporate EHS+S policies and standards that guide prevention, auditing, reporting and response to health and safety issues.

Information sharing remains a central component of our safety culture. Each month, EHS+S managers review incidents within their respective business units, focusing on trends and similarities across locations. This cross-site collaboration allows us to identify root causes and implement corrective actions that strengthen safety performance throughout the company. At the operational level, we employ a tier reporting process at all manufacturing and logistics sites, enabling continuous visibility into safety conditions. As production shifts begin, our Tier I teams review information posted on physical Tier Boards, which is subsequently cascaded to supervisors, line leaders and managers. Monthly, these insights are elevated to the leadership level, where teams analyze dashboards to identify opportunities for near- and long-term program improvement.

To enable transparency and responsiveness, Bausch + Lomb leverages digital EHS+S dashboards, providing daily updates on metrics such as the Days Away from Work Rate (DAR), open investigations and outstanding actions. Updated each morning, these dashboards offer both quick-view performance summaries and the ability to generate detailed reports when needed. The data also informs discussions at monthly management meetings, ensuring that site-level insights feed directly into broader decision-making.

In recent years, we have continued strengthening our company-wide safety observation program. A focused campaign increased awareness of near-miss reporting and emphasized the importance of thorough documentation and corrective and preventive action. As a result, we observed an increase in both safety observations and near-miss reports, demonstrating greater employee engagement and the effectiveness of our efforts. Engaging employees in health and safety programming remains a cornerstone of our culture. The design of our safety management system allows us to systematically cascade policies, procedures and standards to employees based on their roles. Training occurs through our learning management system, where employees review and acknowledge required materials. In addition to Bausch + Lomb's internal training, employees must comply with mandatory regulatory training in the regions where we operate.

To monitor and evaluate our progress, we maintain company-wide and site-specific goals and key performance metrics. Enterprise-level focus areas are set annually, with individual sites developing targeted goals that reflect their operational context. At the company level, we continue to work toward our Not-to-Exceed DAR goal of 6, achieving a corporate DAR of 5.5 in 2025. For additional health and safety metrics and data, please see the GRI Index and Data Tables included in the Appendix of this report.

In an effort to promote employee well-being, Bausch + Lomb sites host comprehensive health and benefits fairs each year to connect to local health resources. These events bring together massage therapists, nearby hospital partners and other community health organizations, and often include on-site blood drives and mobile services such as mammogram vans to ensure accessible preventive care for all employees.

Employee talent

TALENT ATTRACTION AND RETENTION

At Bausch + Lomb, we believe that we drive success together. The strength of our business and our ability to deliver life-altering products, medications and services globally are dependent on attracting, engaging and retaining a skilled, driven and committed workforce. In turn, we strive to make Bausch + Lomb a great place to work and we nurture a high-performance culture where our employees can contribute fully to our collective mission.

To promote a broader perspective on what it means to build a thriving, people-centered organization, we conducted a rigorous cultural assessment in 2025. With the involvement of more than 700 colleagues in global focus groups — and active participation from the CEO — the company created a refreshed set of values and behaviors that reflect who we are today and who we aspire to be. By creating values that offer clarity, alignment and purpose, we strengthen our ability to attract talent that is seeking meaningful, mission-driven work; engage employees who want to contribute to a unified culture; and retain colleagues who feel connected to guiding principles they helped shape. In this way, we are fueling the long-term sustainability of our workforce.

The HR organization maintains responsibility for talent attraction, engagement and retention at Bausch + Lomb, with oversight from the ELT and the Talent and Compensation Committee of the Board. On a quarterly basis, HR provides updates to the ELT, which includes a review of data collected on key workforce metrics, such as hiring and turnover. Based on these discussions and any feedback received from the ELT, HR teams can implement plans or strategies accordingly. The regular cadence of conversation and connectivity between the HR organization and the ELT allows us to be proactive in our approach to attracting, engaging and retaining top talent.

Bausch + Lomb’s HR teams track key data on talent attraction, engagement and retention to understand the impact and implement changes and enhancements where needed. Data on overall headcount, new hires and turnover, as well as the results of our engagement survey, inform our approach to continually improving engagement and satisfaction for both potential and current Bausch + Lomb team members.

HIGHLIGHT

Defining what drives us

Our journey to define Bausch + Lomb’s values and behaviors began early on, when 135 of our leaders from around the world came together for a global leadership meeting. During that session, we explored the importance of grit — what it means, why it matters and how it should show up in our culture—before opening a broader conversation about the core values that guide how we work. We then invited colleagues globally to build on that foundation through a series of focus groups, where nearly 700 employees shared candid, thoughtful feedback about what they believe matters most. What emerged was a remarkably unified perspective: a deep commitment to putting customers, patients and physicians first; a shared belief in accountability and ownership; and a clear recognition that perseverance, passion and working together are essential to our success. The result is a set of values and behaviors that are authentically ours—unique to Bausch + Lomb and specific enough to meaningfully guide how we show up, engage and achieve our purpose every day.

CUSTOMER CENTRIC



We all have customers, whose needs come before everything else.

ENTERPRISE MINDSET



The sum of our parts is a distinct advantage - we win together.

ACTING AS AN OWNER



We deliver results with passion, perseverance and purpose. To be with best, we have to bring our best.

ALWAYS INNOVATING



Constant evolution has defined our storied past. It’s on us to leave something better for the next generation.

LEARNING AND DEVELOPMENT

Learning and development programs at Bausch + Lomb focus on building skills that help us grow as individuals and as an organization. Investing in our capabilities and career development not only contributes to employee satisfaction but also enhances the company's ability to deliver quality products and services. Accordingly, we provide learning and development opportunities for all our employees throughout their tenure with Bausch + Lomb.

Our HR team maintains responsibility for learning and development, with oversight from the ELT and the Talent and Compensation Committee of the Board. Technical and functional employees from around the organization provide further training and development support. Our HR team strives to bring forward engaging, quality content and curriculum to the organization and leverages both internal and external feedback to do so. We also aim to be proactive in our approach to learning and development offerings by monitoring trends within the industry and the market. To adapt to evolving business needs, we have expanded our repertoire of available learning and development tools to include AI, cybersecurity and data privacy trainings — see the [Cybersecurity and Data Privacy and Artificial Intelligence](#) section of this report — ensuring employees are equipped to navigate emerging technologies responsibly and securely.

HIGHLIGHT

2025 Founders' Award

Starting in 2024, and now annually, the Founders' Award honors teams whose work reflects the ingenuity and determination of our founders, J.J. Bausch and Henry Lomb. In 2025, two standout teams exemplified that legacy. The newly formed Disease Biology Research Team became the company's rapid-response scientific engine, generating critical insights, accelerating pipeline decisions and strengthening Bausch + Lomb's leadership in eye-care innovation. Their fast-building capabilities and grit enabled breakthroughs across key programs, including novel methods supporting ocular pain research and PreserVision® AREDS3 strategy.

The second recognition went to the Consumer Business AI Transformation Team which reimaged how flagship brands like LUMIFY®, Blink® and Blink® NutriTears® appear in the new world of AI-driven search and shopping. In just months, their bold experimentation doubled AI search visibility, secured placement in generative recommendations and unlocked more than \$600K in efficiencies. Together, these teams embody the entrepreneurial spirit that continues to propel Bausch + Lomb forward.



HIGHLIGHT



Bausch + Lomb China recognized as a 2026 Top Employer

Bausch + Lomb China has once again been honored with the prestigious Top Employer Award by 51job, marking the company's third consecutive year of recognition. This achievement reflects the strength of our employer brand and the effectiveness of our "A-player" talent strategy, driven by an HR team committed to excellence and aligned with our core values. Evaluated across rigorous dimensions — from talent acquisition to culture, leadership and employee care — this award affirms our growing reputation in China's competitive healthcare landscape. Congratulations to our China colleagues and HR team for continuing to elevate Bausch + Lomb as an employer of choice.

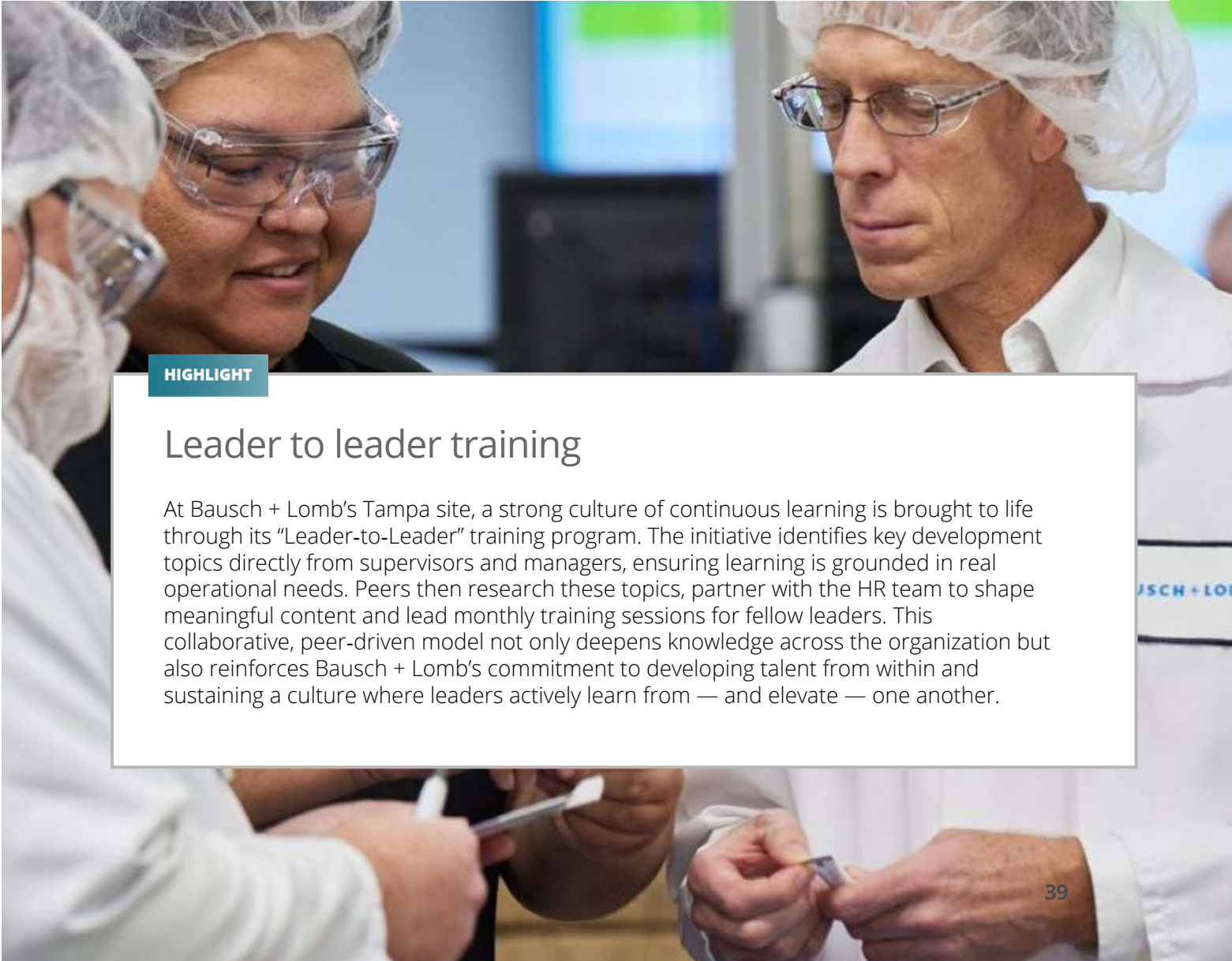
Training is an essential part of career building for all employees. We advocate for our employees to pursue development opportunities throughout their tenure with Bausch + Lomb and there are a variety of avenues through which they can do so. To start, new hires must complete both generalized and function-specific training as part of their onboarding. All employees also have access to Bausch + Lomb’s Employee Development Framework, which outlines elective actions, activities and workshops connected to our core competencies that our employees can integrate into their ongoing development and growth. Additionally, through the Individual Development Plan, employees can select trainings that will enable growth experiences catered to their individual professional goals and career interests. In recent years, we have increased the number of courses available to accommodate requests for more learning opportunities. Teams can further leverage our companywide compliance training platform to distribute or participate in both mandatory and voluntary learning modules specific to individual regions, jobs and business units. Through our learning management tool, we are able to track metrics such as participation and duration required for completion and ensure that training is accessible and utilized by every level of employee at Bausch + Lomb.

Employee work environment

As part of our commitment to cultivating a working environment and employment conditions where employees can thrive, we provide fair working conditions and comply with, or exceed, the requirements regarding maximum working hours, time off, breaks and rest periods, wages and compensation, benefits and working conditions in accordance with local laws, International Labor Organization standards, collective bargaining agreements and/or industry benchmarks. We are proud to offer competitive compensation and benefits packages, which include paid time off, leave options and flexible working arrangements for eligible employees. We regularly review our offerings against market benchmarks and also consider certain external work council guidance, when relevant.

Bausch + Lomb considers the working conditions of employees to be an important component of our approach to talent retention. We are committed to respecting human rights, including labor rights — which is reinforced in both our [Code of Conduct](#) and our [Human Rights Policy](#). Our EHS+S organization, specifically our Human Rights Manager, supports our Human Resources organization to ensure that human rights and labor rights standards are incorporated into our talent engagement and retention initiatives across the business. Employees are encouraged and empowered to report suspected or actual violations of our policies, laws or regulations in accordance with our [Business Ethics Hotline](#) and [Business Ethics Reporting Policy](#).

We continue to enhance our existing annual incentive program, aiming to further drive our pay-for-performance culture. Beyond financial compensation, employees are also eligible for a variety of benefits focused on our three pillars of wellbeing — physical, emotional and mental. In 2025, we implemented a women’s health program in the United States, which provides comprehensive support for women through fertility, adoption and surrogacy, pregnancy, postpartum and menopause.



HIGHLIGHT

Leader to leader training

At Bausch + Lomb’s Tampa site, a strong culture of continuous learning is brought to life through its “Leader-to-Leader” training program. The initiative identifies key development topics directly from supervisors and managers, ensuring learning is grounded in real operational needs. Peers then research these topics, partner with the HR team to shape meaningful content and lead monthly training sessions for fellow leaders. This collaborative, peer-driven model not only deepens knowledge across the organization but also reinforces Bausch + Lomb’s commitment to developing talent from within and sustaining a culture where leaders actively learn from — and elevate — one another.

Customer and patient wellbeing

PRODUCT QUALITY AND SAFETY

Our capacity to deliver products that make consumers and patients better, no matter their eye health need, is dependent upon upholding exceptional standards of quality and safety. Further, our success and continuity as a company is dependent on our ability to continually provide safe and reliable products in the regions where we operate. Maintaining product quality and safety is a critical component of establishing trust with customers, achieving compliance with applicable regulations and delivering life-altering solutions that help people see better to live better.

Each business unit within Bausch + Lomb employs a head of quality who reports directly to the Chief Quality Officer (CQO). In turn, the CQO oversees the quality and compliance program and reports routinely to the Board and ELT. At all manufacturing sites, governing groups focus equally on quality and compliance, using a two-pronged approach to manage both through standardized procedures and guidance. Additionally, our pharmacovigilance and materiovigilance teams monitor feedback and potential adverse events resulting from product use for our pharmaceutical and medical device businesses. Our quality teams work closely with other functions, including R&D and Legal & Compliance, to ensure quality is assessed throughout the entire product life cycle — from development to end use.

Bausch + Lomb's Quality Management System (QMS) is at the core of our approach to product quality and safety. The QMS continues to maintain global directives, standards, guidance, operating procedures and documentation which are developed to enable us to meet quality system regulations and standards in all regions where we operate. The QMS also outlines our systematic product risk management process, which allows us to proactively assess, remediate, mitigate, review and communicate potential quality risks within Bausch + Lomb. We are currently implementing updates to improve the QMS — most notably digitizing, modernizing and simplifying the program — with the ultimate goal of developing a more streamlined structure that further improves our product quality and safety programs.

Audits and inspections complement our quality program and support our compliance with relevant jurisdictional requirements. Our facilities are routinely audited by regulatory health authorities, including the FDA, the Medicines and Healthcare Products Regulatory Agency and other international regulatory bodies. In 2025, 70% of inspections resulted in zero observations and no critical observations. In addition to external inspections, our global compliance program includes internal audits of both our sites and our suppliers for conformance with relevant regulations, as well as our quality and safety standards. At the corporate level, we audit on a defined frequency based on risk and performance. Each site must have their own audit program to ensure they are meeting regulatory requirements. Third-party auditing is also required as part of our ISO 13485 compliance at all sites.

In 2025, we demonstrated our commitment to patient safety and product integrity by initiating a [voluntary recall](#) of certain enVista® IOL following an increased number of reports of toxic anterior segment syndrome (TASS). We acted quickly and transparently—partnering with surgeons and engaging external experts—while a cross-functional team conducted a comprehensive investigation. The investigation determined that the issue stemmed from raw material used in certain lots that was delivered by a different vendor. In response, we implemented enhanced inspection protocols for IOLs and more explicit standards for how the monomers that make up our lenses are prepared by vendors, along with additional safeguards across manufacturing. These actions reflect our unwavering dedication to patient safety, regulatory compliance and continuous improvement in product and supplier quality.



In recent years, the prevalence of counterfeit products has become a more significant risk for Bausch + Lomb customers. To protect our consumers, we have a program actively working on counterfeit prevention and monitoring of company products. Our legal team also monitors websites where our products are sold to identify counterfeit sellers, which includes working with organizations like Amazon and Walmart.com to remove third-party sellers and put preventative measures in place. When counterfeit issues are identified, we also notify the FDA Office of Criminal Investigations to protect end-users. We strive to protect consumers from purchasing misleading and mislabeled counterfeit products that have not met our standards for product quality and safety, and maintain reliability of all Bausch + Lomb products.

PATIENT ACCESS AND FAIR PRICING

As a consumer-focused company, we prioritize patient access and fair pricing in order to meet the diverse needs of our patient population and deliver the best outcomes in eye health. Without access and affordability, consumers may not be able to benefit from our broad offerings and innovations. We aim to offer fair and competitive pricing to maintain business continuity while helping people see better to live better at all stages of their lives.

Oversight of patient access and fair pricing is a joint effort between our finance and commercial functions, as well as business leaders. Pricing is further driven by external factors, including market and regulatory forces, business needs, consumer expectations and within certain markets, insurance providers and social security benefits. Where feasible, we offer alternative versions of products for different price points, so that cost does not inhibit patient access. For example, our balanced portfolio includes daily, monthly, half-yearly and yearly contact lenses. While the market is driving towards daily contact lenses, which are often a more premium product and require a higher out-of-pocket cost, we continue to offer additional options so patients can choose the best and most cost-efficient option for them. In markets where Bausch + Lomb delivers surgical products, our portfolio includes both entry and premium price points.

100% of Bausch + Lomb's medical device manufacturing sites are certified to ISO 13485, a global standard on quality management for medical devices.

HIGHLIGHT

Redesigning relief: How we're helping consumers 'beat the blink'

We are continuing to advance innovation within the dry eye category by pairing new formulations with meaningful improvements in how consumers use them. We are now developing a novel delivery system designed to improve dosing precision and enhance patient experience. With more than 70% of surveyed consumers expressing interest in improved packaging and delivery, our new bottle is engineered to help users "beat the blink," allowing the product to be gently sprayed into the eye rather than administered as a traditional drop. This emerging technology has the potential to become a versatile platform across multiple consumer and pharmaceutical products, further elevating the overall treatment experience.

*Within the **United States**, Bausch + Lomb has pledged that the average annual prices for its branded prescription medicines **will rise by no more than single-digit percentages.***



*“We’re making our new lens
much **more accessible**,
expanding our **global reach**.”*

Yang Yang
President, Vision Care

Through our Patient Assistance Program, we strive to further enable patient access to Bausch + Lomb products. For certain prescription products, consumers may be eligible to obtain them at a discounted or free rate based on their financial circumstances or insurance status. Under some circumstances, we are even able to offer products to customers without prescription coverage insurance at no cost. As we grow our business and acquire additional products, we strive to integrate consumers previously on patient assistance programs into our own program in order to maintain the affordability of, and access to, their medications.

At Bausch + Lomb, access also refers to the wide range of products that we offer. By delivering products that address a variety of different needs, ages and ailments, we support access to life-altering solutions. Bausch + Lomb is committed to meeting patients where they are, whatever their eye health needs may be and during all phases of their lives. For example, we are one of the largest suppliers of erythromycin in the United States, an antibiotic product used at all births in the country to avoid risks of eye infection. This product also works to prevent eye loss associated with advanced stages of disease later in life. We are proud to provide products that create opportunities for physicians and patients alike, starting at birth and through every stage of life.

Bausch + Lomb's Blink® brand is another strong example of our efforts to provide diversity of products that can meet the differing needs and preferences of our patients. Our Blink® portfolio of products now includes both lubricating eye drops for dry eyes and dry contacts, as well as a new clinically proven nutritional supplement — Blink® NutriTears®. Blink® NutriTears® is an over-the-counter nutritional supplement designed to support tear production and help address dry eye symptoms. By offering a non-prescription supplement alternative, Bausch + Lomb aims to expand access to care and provide additional options to the millions of adults in the United States who experience dry eye symptoms.⁵

HIGHLIGHT

Seeing ahead: AI-driven detection for better eye health

Through our partnership with Eyetelligence®, we are making advanced AI diagnostics more accessible to eye care professionals, ensuring patients benefit from early and accurate detection of ocular conditions. By leveraging cutting-edge algorithms to analyze retinal images, Eyetelligence® helps clinicians identify diseases like glaucoma and diabetic retinopathy quickly and confidently, reducing delays in care. This technology not only improves patient outcomes but also supports fair pricing by streamlining diagnostic processes and minimizing the long-term costs associated with preventable vision loss. Our commitment to ethical, sustainable AI use reinforces our mission to expand patient access to high-quality eye care without compromising affordability.

HIGHLIGHT

Breaking barriers: Improving over-the-counter accessibility

In 2025, Bausch + Lomb achieved a major milestone by securing over-the-counter (OTC) certification for Lumify® in Spain. This step removes barriers to access, allowing consumers to obtain trusted vision care solutions without the need for a prescription. Expanding OTC availability is a powerful way to improve health outcomes, as it gives individuals the freedom and convenience to manage their well-being proactively. This accomplishment reflects our ongoing commitment to accessibility, affordability and empowering healthier lives for our consumers.

⁵ These statements have not been evaluated by the FDA. This product is not intended to diagnose, treat, cure or prevent any disease.

RESPONSIBLE MARKETING, LABELING AND TRANSPARENCY

At Bausch + Lomb, providing accurate, timely information about our products to our customers and patients is just as important as creating products that are safe to use. Sharing correct and current material helps reduce potential injuries or issues associated with product use and promotes trust with our customers. Bausch + Lomb also prioritizes responsible marketing, labeling and transparency to maintain compliance with legislation around product sales and promotion. We continuously aim to improve our means of information distribution in order to share critical information as quickly and accurately as possible.

As part of our ongoing commitment to regulatory excellence, Bausch + Lomb is also navigating a multi-year transition to updated European medical device requirements, shifting from the former Medical Devices Directive (MDD) to the newer Medical Devices Regulation (MDR). This long-planned transition strengthens expectations around product safety, performance, documentation and transparency, and we have dedicated significant resources and cross-functional collaboration to ensure our products continue meeting the highest standards. Our teams have been preparing for this shift for years, and we are steadily updating systems, processes and product materials to align with the modernized framework.

Our Promotional Review Committee is responsible for product-related messaging and ensuring product information is correct and not misleading. The committee oversees our promotional material review process and brings together employees in various functions across Bausch + Lomb, including medical, legal, regulatory and compliance.

Starting with product development, we dedicate time to ensuring our products have been risk-assessed and are safe to market. To avoid generating misinformation or inaccurate product labels, we maintain internal processes that include multiple touchpoints for our team members to review labels and affirm their accuracy prior to printing and implementation. Bausch + Lomb's QMS is key to establishing and maintaining our methods for both developing and assessing product information. Maintaining these systems for risk identification and mitigation supports our ability to be transparent and truthful with our consumers.

In the event of a complaint, we leverage our standard operating procedure to evaluate and respond. Complaints for devices and pharmaceuticals are managed through our R&D and quality teams while trends are reviewed on a quarterly basis, or as needed. Understanding and acting on complaint trends is critical to avoiding potential issues. In addition, our employees and vendors receive detailed training on responding to adverse events in the situation that a reaction indicated in product labeling occurs.

We also maintain robust policies, controls, training and monitoring programs to educate and guide our employees on matters related to product messaging and promotion. Marketing, sales and executive teams receive training in these areas so they can properly present our products and their intended use.

As the world becomes increasingly digital, we aim to meet our consumers' needs through evolving efforts such as providing less paper and utilizing electronic mediums for instructions. Electronic product brochures provide consumers with easy, 24-7 access to instructions while allowing us to seamlessly update e-labeling and digital instructions if needed, as opposed to printing out additional copies of paper instructions. We will continue to evaluate the market for e-labeling and incorporate instruction digitalization where feasible to best promote and label our products and serve our customers. See the 'Extended Producer Responsibility' section for more information on Bausch + Lomb's transition to eIFUs.



Communities

For more than 170 years, Bausch + Lomb has worked to make a positive impact on communities worldwide through innovative products and services, meaningful employment opportunities, philanthropic partnerships, awareness initiatives and the company's steadfast commitment to EHS+S. The global reach of our business allows us to connect with a diverse array of stakeholders — including cities and towns where we operate, eye care professionals, patients, consumers, employees and their families. Many of our employees also participate in collaborative efforts to support local communities, such as food, school supply and holiday gift drives, as well as volunteering initiatives. Across all these touchpoints, we strive to be a trusted and positive presence, fostering collaboration and care wherever we live and work. Through these efforts, we continue to uphold our responsibility to support healthier communities and a sustainable future.

THE BAUSCH FOUNDATION

\$496,771

In 2025, the Bausch Foundation donated \$496,771 to philanthropic and community causes.

The Bausch Foundation serves as a key pillar in our efforts to support communities worldwide. Through the Foundation, we provide donations focused on disease prevention, improving patient outcomes and quality of life and advancing education and community initiatives tied to our core businesses. We also extend support for disaster relief in the communities where we live and work. To ensure these philanthropic efforts reflect our values, align with designated priorities and comply with all relevant regulations, our Chief Ethics & Compliance Officer collaborates with an Advisory Committee to oversee and guide the Foundation's activities.



Employees and their families participating in Bring Your Child to Work Day at the Rochester site.

PRODUCT DONATION

In addition to providing financial support to community organizations, Bausch + Lomb supports the Lions Club's International Recycle for Sight Program, which collects, cleans and prepares used eyeglasses for redistribution to individuals who lack access to vision correction. Through this partnership, lenses are carefully processed and matched to recipients, extending the life of eyewear and expanding access to clearer vision. We are proud to contribute to these efforts and to help bring critical eye care resources to communities worldwide.

EMPLOYEE-DRIVEN EFFORTS

Beyond our corporate and Foundation sponsored initiatives, Bausch + Lomb employees proactively organize efforts amongst themselves to benefit local communities. Select samples are featured below. These are just a few examples of how our Bausch + Lomb employees around the globe have taken the initiative to organize around causes that matter to them and their communities.

Canadian Litter Lift

The third annual Litter Lift in Canada mobilized hundreds of volunteers to clean parks, waterways and neighborhoods across Toronto, Vancouver and the University of Waterloo.



Italian Pajama Run

The Italian team participated in the "Pigiama Run," a run/walk that raises awareness and funds for children battling cancer, with participants wearing pajamas in solidarity with young patients in hospitals.



U.S. Pharma Gives Back

The U.S. Pharmaceuticals business participated in a series of community-focused volunteer events. Aligned with district Plan of Action meetings, 31 teams nationwide supported food banks, cleaned parks, assisted animal shelters, and gave back in the communities where they live and work.



HIGHLIGHT

United in support: How Bausch + Lomb teams champion United Way nationwide

Rochester, NY: More Than a Century of Support

For more than 100 years, Bausch + Lomb Rochester has been a dedicated partner of the United Way of Greater Rochester and the Finger Lakes. Generations of employees have contributed time, resources and passion to support programs that help residents across the region thrive.

In 2025, the Rochester site hosted multiple events to raise awareness and funds for United Way, culminating in more than \$28,000 in employee contributions—an impact further strengthened through a matching gift from the Bausch Foundation. This long-standing partnership reflects Rochester's unwavering commitment to improving lives across the community.

Greenville, SC: A 35-Year Commitment to Strengthening Community

For over 35 years, the Greenville and Woodruff teams have supported the United Way of Greenville County through consistent engagement and generosity. In 2025, employees raised more than \$31,500 for United Way, with the Bausch Foundation doubling that impact through a dollar-for-dollar match.

Beyond financial contributions, Greenville employees extend their support through hands-on volunteerism with organizations like Meals on Wheels, Salvation Army's Angel Tree and Harvest Hope. Their continued dedication reflects a deep understanding that strong communities are central to the success of both the region and the company.

Tampa, FL: Elevating a Tradition of United Way Engagement

The Bausch + Lomb Tampa team has a long history of supporting United Way through both fundraising and active participation in the annual "Week of Caring." Employees have volunteered alongside Metropolitan Ministries, Feeding America and Trinity Café to support critical community needs.

In 2025, the Tampa team expanded its commitment with new fundraising activities—bake sales, raffles for premium parking and giveaways of exclusive Bausch + Lomb merchandise. This renewed energy paid off: the site surpassed its fundraising goal for the first time, marking a milestone in Tampa's ongoing partnership with United Way.

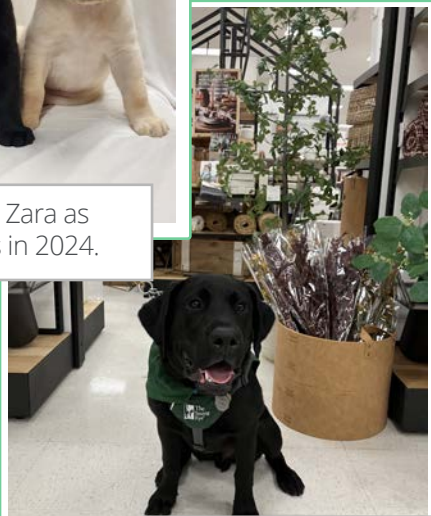
EYE HEALTH AWARENESS

Bausch + Lomb has long been committed to raising awareness about eye health conditions to help both professionals and individuals better care for their vision. In 2024, we launched a multi-month campaign to spotlight dry eye — a common yet often overlooked condition — featuring survey-driven insights, high-profile media placements, influencer partnerships and the debut of our dedicated resource, [Know Your Dry Eye](#). The campaign culminated in a bold activation at Las Vegas' iconic Exosphere during Vision Expo West, reaching more than 15 million people and generating over 1 million targeted social engagements. Building on that momentum, 2025 marked another milestone with the Dry Eye Summit in Lake Maggiore, Italy, where over 200 eye care professionals from around the world gathered to explore the burden of dry eye, breakthroughs in diagnosis and treatment and new ways to simplify the patient journey—underscoring our unwavering commitment to advancing education and innovation in dry eye care.

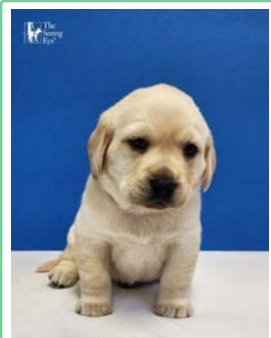




Zeke & Zara as puppies in 2024.



Zeke & Zara at The Seeing Eye's training campus in 2025.



Brooke & Blossom — the two new The Seeing Eye puppies Bausch + Lomb sponsored in 2025.

HIGHLIGHT

Puppy progress: An update on The Seeing Eye dogs

2024's Sustainability Impact Report highlighted our partnership with The Seeing Eye®, a nonprofit dedicated to enhancing independence, dignity and self-confidence for people who are blind through the use of Seeing Eye dogs. In 2024, we proudly sponsored two Labrador retriever puppies, Zeke and Zara, to support their training journey. We're excited to share an update: both puppies arrived at The Seeing Eye's training campus in Morristown, New Jersey in May 2025. While Zeke has officially retired from training due to a mild medical issue and is now happily reunited with his puppy raiser family, Zara has since been matched with a blind student, marking an incredible milestone in her journey to change someone's life.

Building on this success, Bausch + Lomb continued its commitment in 2025 by sponsoring two new puppies: Blossom and Brooke. These names were chosen by the winning Global Leadership Team during a special Seeing Eye puppy kit event at our January Global Leadership Team meeting. Blossom was born on September 4th and officially named on September 22nd, while Brooke followed shortly after, born on October 11th as part of The Seeing Eye's first "B" litter of their new fiscal year. Both puppies are now temporarily with volunteer puppy raisers, where they'll receive love, gentle guidance and socialization to prepare them for their future roles as Seeing Eye dogs.

In addition to sponsoring puppies, Bausch + Lomb continues to provide annual monetary donations and host donation drives at our Bridgewater location, collecting dog food, treats and toys to support The Seeing Eye's mission. These efforts reflect our ongoing dedication to helping people see better to live better, not only through our products but also through partnerships that make a meaningful difference in the lives of individuals and communities.

LOOKING FORWARD

Bausch + Lomb's 2025 Sustainability Impact Report reflects a year of meaningful progress driven by The Broader Perspective on sustainability — one that looks beyond individual initiatives to the full scope of the company's environmental and social responsibilities. This approach is guiding actions across our global operations and value chain to reduce emissions, prevent waste and strengthen foundations rooted in integrity, safety and respect. The strategy, systems and governance outlined in this Report enable sustained momentum and will advance our long-term objectives. Together, these efforts underscore Bausch + Lomb's commitment to seeing the full picture as it builds a more resilient, responsible business positioned to create lasting value for patients, partners and communities worldwide.

*“We’ve **rebuilt** the company, **reignited** our culture, and **restored** our confidence, but the real growth story is still **very much ahead of us.**”*

Brent Saunders
Chairman of the Board and Chief Executive Officer



APPENDIX

SASB Index¹

MEDICAL EQUIPMENT & SUPPLIES

| TOPIC | CODE | ACCOUNTING/ACTIVITY METRIC | 2025 RESPONSE |
|--|--------------|--|---|
| Sustainability Disclosure Topics & Accounting Metrics | | | |
| Product Safety | HC-MS-250a.1 | (1) Number of recalls issued, (2) total units recalled | Two recalls reported to U.S. FDA in 2025: one Class I recall (285,077 units), one Class III recall (2 units). ² |
| | HC-MS-250a.2 | Products listed in any public medical product safety or adverse event alert database | Class I recall: 2 May 2025, Event ID 96594. Product ID 213219: Intraocular lens (IOL) enVista Aspire Monofocal and enVista Aspire Toric; ³ Product ID 213259: Intraocular lens (IOL) enVista Envy Toric. ⁴ |
| | HC-MS-250a.3 | Number of fatalities associated with products | Class III recall: 26 Aug 2025, Event ID 97232. Product ID 214931: Intraocular lens (IOL) Akreos. ⁵ 0; No fatalities related to Bausch + Lomb products. |
| | HC-MS-250a.4 | Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type | Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA |
| Ethical Marketing | HC-MS-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | 0 ⁶ |
| | 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 & Supplies and Biotechnology & Pharmaceuticals industries. We do not report against all of the standards for the sectors.

² <https://datadashboard.fda.gov/oii/cd/recalls.htm>

³ <https://www.accessdata.fda.gov/scripts/ires/?Product=213219>

⁴ <https://www.accessdata.fda.gov/scripts/ires/?Product=213259>

⁵ <https://www.accessdata.fda.gov/scripts/ires/?Product=214931>

⁶ <https://datadashboard.fda.gov/oii/cd/inspections.htm>

| TOPIC | CODE | ACCOUNTING/ACTIVITY METRIC | 2025 RESPONSE |
|--------------------------------|--------------|---|---|
| Supply Chain Management | HC-MS-430a.1 | Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality | In 2025, 100% of Bausch + Lomb's medical device manufacturing and distribution facilities globally participated in third-party audits. |
| | HC-MS-430a.2 | Description of efforts to maintain traceability within the distribution chain | <p>Maintaining traceability of Bausch + Lomb medical device products within our supply chain is an important factor in protecting our customer satisfaction and patient safety. Efforts to maintain traceability of products within the distribution chain include the creation and tracking of Unique Device Identifiers (UDI), where required, and the development and/or implementation of evolving UDI requirements from additional regions are in progress.</p> <p>Additionally, Bausch + Lomb uses unique lot codes or serial numbers, where required, along with unique Stock Keeping Unit (SKU) numbers to represent products. These elements are tracked in our Enterprise Resource Planning (ERP) systems within our manufacturing sites and distribution centers to ensure traceability through the distribution channel to our customers.</p> <p>Our Quality Management System (QMS) incorporates the above factors, but also includes monitoring and verification checks to identify potential counterfeit products. The QMS requires escalation to Bausch + Lomb's Brand Protection Team when these situations occur, and it includes the requirement that product data, its source and customer, inclusive of product movement history, be maintained in the ERP systems. These systems are complemented by the availability and accessibility of associated documentation/records such as purchase orders, invoices and traceability files.</p> |
| Business Ethics | HC-MS-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | \$0 |
| | 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> |

BIOTECHNOLOGY & PHARMACEUTICALS

| TOPIC | CODE | ACCOUNTING/ACTIVITY METRIC | 2025 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 responsibility for minimizing the inclusion of identifiable information — such as Protected Health Information under HIPPA or the Processing of Personal Data under the GDPR — when developing the study protocol, Case Report Forms and managing data processes. |
| | HC-BP-210a.2 | Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity | 0 ¹ |
| | HC-BP-210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries | \$0 |
| Affordability & Pricing | HC-BP-240b.2 | Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period | Bausch + Lomb takes a responsible approach to pricing. In January 2024, 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%. |
| | HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period | 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. |
| Drug Safety | HC-BP-250a.1 | Products listed in public medical product safety or adverse event alert databases | 0; No Bausch + Lomb products listed. Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA |
| | HC-BP-250a.2 | Number of fatalities associated with products | 0; No fatalities related to Bausch + Lomb products. Available via MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA |
| | HC-BP-250a.3 | (1) Number of recalls issued, (2) total units recalled | 0 Recalls reported to U.S. FDA in 2025. ² 0 Recall units reported to Consumer Product Safety Commission (CPSC) in 2025. ³ |
| | HC-BP-250a.5 | Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type | 1 US FDA enforcement action taken against the Bausch + Lomb Greenville, SC manufacturing site in 2025 resulting in an Official Action Indicated (OAI) ⁴ |

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

² <https://datadashboard.fda.gov/oii/cd/recalls.htm>

³ <https://www.cpsc.gov/>

⁴ <https://datadashboard.fda.gov/ora/cd/index.htm>

| TOPIC | CODE | ACCOUNTING/ACTIVITY METRIC | 2025 RESPONSE |
|-------------------|--------------|--|--|
| 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. These systems 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. |
| | HC-BP-260a.2 | Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products | Bausch + Lomb has a Brand Protection Team that focuses on counterfeit products globally across our product categories. The team meets regularly and works collaboratively with internal and external stakeholders to ensure potential counterfeit situations are escalated through our formal process and investigated robustly in order to assess the product and other factual details so we can take appropriate action-- which may include alerting impacted parties, such as government agencies and trading partners, as required. |
| | HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests or filing of criminal charges related to counterfeit products | Bausch + Lomb collaborated with law enforcement on a number of seizures and other actions within 2025. U.S. Customs and Border Protection (CBP) seized 1 shipment of counterfeit PRESERVISION in Houston. Bausch + Lomb assisted the FDA in conducting a raid on a large warehouse in Covina, CA, which resulted in the seizure of more than 17K units of counterfeit dietary supplements of various brands, including 16 bottles of counterfeit OCUVITE. Bausch + Lomb assisted Chinese police authorities with multiple raids and seizures on China-based counterfeit sellers and manufacturers, including for counterfeit OCUVITE (1 raid), PRESERVISION (2 raids), and BLINK NUTRITEARS (1 seizure). |
| Ethical Marketing | HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | \$0 |
| | 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. Code of Conduct: https://ethics.bausch.com/ |

| TOPIC | CODE | ACCOUNTING/ACTIVITY METRIC | 2025 RESPONSE |
|--|--------------|--|--|
| Employee Recruitment, Development & Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development staff | Bausch + Lomb's Research and Development (R&D) organization is committed to exploring, designing, and engineering innovative materials, technologies, and eye health solutions that align with our mission of helping people see better to live better. In 2025, we continued to concentrate on attracting top talent from the industry to drive innovation. We expanded expertise in critical areas, including clinical development, research and development, regulatory affairs and medical affairs. Specific onboarding activities within work groups ensured an effective experience for new hires. For employee development, R&D talent participated in leadership development programs, and individual development plans were established for both employees and supervisors. We facilitated technical and professional growth through participation in national technical organizations, technical collaborations, conferences, presentations, and poster sessions. The R&D organization enhanced the organizational structure to deliver on current priorities while simultaneously building capabilities for future demands. Our focus remains on our pipeline of cutting-edge technologies and scientific advancements, specifically targeting high unmet medical needs with transformative solutions. This purposeful work helps us to attract and retain scientists and R&D colleagues. |
| 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 |
| | 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>Code of Conduct: https://ethics.bausch.com/</p> |
| Activity Metrics | | | |
| Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | Bausch + Lomb currently has over 125 pharmaceutical products in our portfolio and approximately 19 pharmaceutical products in Phases 1-3 of research and development. |

GRI Index¹

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 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; Exhibit 21.1) |
| | 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 2025 Sustainability Impact Report is reflective of January 1–December 31, 2025, which corresponds with our financial reporting period, and was published in April 2026. We intend to publish a sustainability impact report annually. For questions about the Sustainability Impact Report, please contact: corporate.communications@bausch.com . |
| | 2-4 | Restatements of information | Certain metrics reported in 2024 have been restated in 2025. Each restatement is indicated by a footnote. Metrics within the following GRI Standards have been restated: <ul style="list-style-type: none"> GRI 305-2, Energy indirect (Scope 2) Market Based GHG emissions |
| | 2-5 | External Assurance | Bausch + Lomb has not sought external assurance for the 2025 Sustainability Impact Report. |
| | 2-6 | Activities, value chain, and other business relationships | Company overview (2025 Sustainability Impact Report) Form 10-K (Business) |
| | 2-7 | Employees | Data Tables (2025 Sustainability Impact Report) |

¹ Bausch + Lomb has reported the information cited in the GRI index for the period January 1, 2025–December 31, 2025, with reference to the GRI Standards.

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|--|--------------------|---|--|
| GRI 2: General Disclosures 2021 | 2-8 | Workers who are not employees | Data Tables (2025 Sustainability Impact Report) |
| | 2-9 | Governance structure and composition | Business conduct (2025 Sustainability Impact Report) |
| | 2-10 | Nomination and selection of the highest governance body | Proxy Statement (Board and Committee Structure, p. 17; Key Areas of Board Oversight, p. 25) |
| | 2-11 | Chair of the highest governance body | Proxy Statement (Election of Directors and Corporate Governance, p. 6; Director Nomination Process, p. 15) |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | Charter of the Nominating and Corporate Governance Committee |
| | 2-13 | Delegation of responsibility for managing impacts | Proxy Statement (Board Leadership Structure, p. 17; Election of Directors, p. 6) |
| | 2-14 | Role of the highest governance body in sustainability reporting | Business conduct (2025 Sustainability Impact Report) |
| | 2-15 | Conflicts of interest | Proxy Statement (Board Oversight of ESG Matters, p. 26) |
| | 2-16 | Communication of critical concerns | Business conduct (2025 Sustainability Impact Report) |
| | 2-17 | Collective knowledge of the highest governance body | Business conduct (2025 Sustainability Impact Report) |
| | 2-18 | Evaluation of the performance of the highest governance body | Bausch + Lomb's Nominating and Corporate Governance Committee of the Board reviews the reported information. |
| | 2-19 | Remuneration policies | Code of Conduct |
| | 2-20 | Process to determine remuneration | Bausch + Lomb Corporate Governance Guidelines |
| | 2-21 | Annual total compensation ratio | Business conduct (2025 Sustainability Impact Report) |
| | 2-22 | Statement on sustainable development strategy | 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. |
| 2-23 | Policy Commitments | Proxy Statement (Annual Evaluation Process, p. 24) | |
| | | | Proxy Statement (Compensation Discussion and Analysis, p. 38) |
| | | | Proxy Statement (Compensation Discussion and Analysis, p. 38) |
| | | | Proxy Statement (2025 Pay Ratio Disclosure, p. 64) |
| | | | CEO letter (2025 Sustainability Impact Report) |
| | | | Our Code of Conduct describes our commitment to responsible business conduct and respecting human rights. The Code of Conduct is approved by the Board of Directors and communicated to employees and contractors via annual training. Our Global Human Rights Policy details our expectation that all stakeholders, including employees, contractors and suppliers, should adhere to human rights standards and regulations including the principles of fair working conditions and non-discrimination. |

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|--|------------|--|--|
| GRI 2: General Disclosures 2021 | 2-24 | Embedding policy commitments | Bausch + Lomb expects that responsible business conduct is maintained in all activities and business relationships. Policy commitments are communicated to employees and contractors via annual training and other communication platforms, such as Town Halls. Business conduct (2025 Sustainability Impact Report) |
| | 2-25 | Processes to remediate negative impacts | Code of Conduct Business conduct (2025 Sustainability Impact Report) |
| | 2-26 | Mechanisms for seeking advice and raising concerns | Code of Conduct Business conduct (2025 Sustainability Impact Report) |
| | 2-28 | Membership associations | Bausch + Lomb is a member and supporter/sponsor of many medical device, pharmaceutical and health care industry associations in key markets. Examples include: Association for Research in Vision and Ophthalmology; American Society of Cataract and Retinal Surgeons; American Academy of Ophthalmology; American Academy of Optometry; American Optometric Association; Association of Optometric Contact Lens Educators; International Association of Contact Lens Educators; Armed Forces Optometric Society; European Society of Cataract and Refractive Surgery; Glaucoma Research Foundation; Tear Film and Ocular Surface Society; Consumer Health Products Association; EyeSustain; Contact Lens Institute; American Academy of Ophthalmology's Ophthalmic Business Council; and the American European Congress of Ophthalmic Surgery. |
| | 2-29 | Approach to stakeholder engagement | Bausch + Lomb considers employees, customers, consumers, eye care professionals, patients, regulators, investors and communities as our primary stakeholders. Details on our engagement with these stakeholders are available throughout the report. Further, Bausch + Lomb engaged a variety of stakeholders during the double materiality process conducted in 2023. |
| | 2-30 | Collective bargaining agreements | At our production sites, workers' rights are governed by local legislation and any agreements signed with trade union representatives or works councils, where these have been elected. On-site HR teams are responsible for ensuring compliance with legal and contractual obligations. |
| Material Topics | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Our approach to sustainability impact (2025 Sustainability Impact Report) |
| | 3-2 | List of material topics | Results of Bausch + Lomb's double materiality assessment, Fall 2023 (2024 Sustainability Impact Report) |
| Business Conduct | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Business conduct (2025 Sustainability Impact Report) |
| GRI 205: Anti-corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | Data Tables (2025 Sustainability Impact Report) |

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|---|-------------|--|--|
| Cybersecurity And Data Privacy | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Cybersecurity and data privacy (2025 Sustainability Impact Report) |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Data Tables (2025 Sustainability Impact Report) |
| Product Development, Research And Development, Investment And Innovation | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Research and development (2025 Sustainability Impact Report) |
| — | HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3) | SASB Index: Biotechnology & Pharmaceuticals , Activity Metrics (2025 Sustainability Impact Report) |
| Management Of Relationships With Suppliers — Environment | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Supplier engagement (2025 Sustainability Impact Report) |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | Data Tables (2025 Sustainability Impact Report) |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | Data Tables (2025 Sustainability Impact Report) |
| Management Of Relationships With Suppliers — Social | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Supplier engagement (2025 Sustainability Impact Report) |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | Data Tables (2025 Sustainability Impact Report) |
| | 414-2 | Negative social impacts in the supply chain and actions taken | Data Tables (2025 Sustainability Impact Report) |
| Energy | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management, Energy and climate change (2025 Sustainability Impact Report) |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | Data Tables (2025 Sustainability Impact Report) |
| — | — | Solar generation within the organization | Data Tables (2025 Sustainability Impact Report) |

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|---|------------|---|--|
| Climate Change | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management , Energy and climate change (2025 Sustainability Impact Report) |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Data Tables (2025 Sustainability Impact Report) |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Data Tables (2025 Sustainability Impact Report) |
| Resource Inflows, Including Resource Use | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management , Energy and climate change (2025 Sustainability Impact Report) |
| GRI 303: Water and Effluents 2018 | 303-3 | Water withdrawal | Data Tables (2025 Sustainability Impact Report) |
| Resource Outflows Related To Products And Services | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management , Resource outflows (2025 Sustainability Impact Report) |
| Waste | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management , Resource outflows (2025 Sustainability Impact Report) |
| GRI 306: Waste 2020 | 306-3 | Waste generated | Data Tables (2025 Sustainability Impact Report) |
| | 306-4 | Waste diverted to disposal | Data Tables (2025 Sustainability Impact Report) |
| | 306-5 | Waste directed to disposal | Data Tables (2025 Sustainability Impact Report) |
| Microplastics | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental management , Resource outflows (2025 Sustainability Impact Report) |

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|---|------------|---|--|
| Health And Safety (Own Workforce) | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Employee health and safety (2025 Sustainability Impact Report) |
| GRI 403: Occupational Health and Safety (2018) | 403-1 | Occupational health and safety management system | An occupational health and safety management system has been implemented for the entire company, covering all workers, workplaces and activities. The system is based upon company values, legal requirements and internal and external standards. A list of the legal requirements that the system is designed to uphold is available locally at each site. The health and safety management system is aligned with ISO 45001, and 10 of our manufacturing and logistics sites presenting the greatest risks have achieved certification. |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | <p>All work-related hazards and risks are identified and documented via our Job Safety Analysis (JSA) and Industrial Hygiene Qualitative Exposure Assessment (IHQEA). The JSA is used to identify and document all physical hazards associated with a particular job and select appropriate controls, such as the use of personal protective equipment to reduce risk of injury. The IHQEA is used to identify and document employee exposure to potential chemical and biological health hazards in the workplace, prioritize such exposures for further investigation and employee exposure monitoring and implement controls accordingly to reduce risk.</p> <p>EHS+S managers at all locations are responsible for conducting these assessments, reviewing them and updating them annually with the help of the area supervisors. Once the JSA and IHQEA risk assessments have been completed, they are prioritized for risk reduction activities. An action plan is developed to identify additional specific controls to be implemented following the hierarchy of controls, and implemented accordingly.</p> <p>All employees are encouraged to report safety related concerns immediately to their supervisor, EHS+S manager, or occupational health team member. The company handbook states, 'The Company will not retaliate for filing a complaint and will not knowingly permit retaliation by management employees or coworkers.' Employees may also report any concerns to the anonymous Ethics Line for further investigation with the assurance that 'The Company will take no disciplinary action against an individual for making a complaint or disclosing information in good faith.' All reported incidents are 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 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 team, and programs through which they can offer suggestions related to the system. Relevant information on occupational health and safety is also communicated to workers via our company intranet. Where formal joint management-worker health and safety committees exist, the company requires meetings and corrective actions to be documented. |
| | 403-5 | Worker training on occupational health and safety | General occupational health and safety training is provided to employees during the onboarding process. This training may be delivered in person or as computer based training. Job-specific training is provided by supervisors or trainers. Additional information is available in the Employee health and safety section of this report. |
| | 403-6 | Promotion of worker health | Employee health and safety (2025 Sustainability Impact Report) |

| GRI STANDARD | DISCLOSURE | DESCRIPTION | 2025 RESPONSE |
|---|--------------------------|--|--|
| GRI 403: Occupational Health and Safety (2018) | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Where Bausch + Lomb becomes aware of any significant negative health impact in our business partner relationships over which we have no control, the contracting process would be utilized to influence improvements. Additional information is available in the Supplier engagement section of this report. |
| | 403-8 | Workers covered by an occupational health and safety management system | Data Tables (2025 Sustainability Impact Report) |
| | 403-9 | Work-related injuries | Data Tables (2025 Sustainability Impact Report) |
| | 403-10 | Work-related ill health | Data Tables (2025 Sustainability Impact Report) |
| Talent Attraction, Engagement And Retention | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Employee talent (2025 Sustainability Impact Report) |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | Data Tables (2025 Sustainability Impact Report) |
| Compensation And Benefits | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Employee work environment (2025 Sustainability Impact Report) |
| Working Conditions (Own Workforce) | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Employee work environment (2025 Sustainability Impact Report) |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Data Tables (2025 Sustainability Impact Report) |
| Training And Skills Development (Own Workforce) | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Learning and development (2025 Sustainability Impact Report) |
| Personal Safety Of Consumers And/or End-users | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Product quality and safety (2025 Sustainability Impact Report) |
| — | HC-MS-250a HC-BP-250a | Product safety; Drug safety | SASB Index: Medical Equipment & Supplies, Product Safety (2025 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Drug Safety (2025 Sustainability Impact Report) |
| Accessibility Of Consumers And/or End-users | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Patient access and fair pricing (2025 Sustainability Impact Report) |
| — | HC-BP-240b | Affordability and pricing | SASB Index: Biotechnology & Pharmaceuticals, Affordability & Pricing (2025 Sustainability Impact Report) |
| Information-related Impacts For Consumers And/or End-users | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Responsible marketing, labeling and transparency (2025 Sustainability Impact Report) |
| — | HC-MS-270a HC-BP-270a | Ethical marketing | SASB Index: Medical Equipment & Supplies, Ethical Marketing (2025 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Ethical Marketing (2025 Sustainability Impact Report) |
| Communities And Philanthropic Contributions | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Communities (2025 Sustainability Impact Report) |
| — | — | Philanthropic contributions | Data Tables (2025 Sustainability Impact Report) |

TCFD Index

See our responses below for our TCFD Climate Risk alignment. For the comprehensive report refer to our website [here](#).

| RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE RELATED DISCLOSURES (TCFD) | | 2025 RESPONSE |
|--|---|---|
| Governance | | |
| Disclose the organization's governance around climate-related risks and opportunities. | Describe the board's oversight of climate related risks and opportunities. | Governance, Business conduct section, p. 10 |
| | Describe management's role in assessing and managing climate related risks and opportunities. | Governance, Business conduct section and Risk oversight section, p. 10-12 |
| Strategy | | |
| Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. | Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term. | <p>Bausch + Lomb identifies several material climate-related risks spanning both physical and transition categories across short-, medium-, and long-term horizons. Key physical risks include exposure of company assets to surface water and riverine flooding, which could disrupt operations over time. On the transition risk side, the company highlights increasing regulatory and compliance pressures—particularly related to emerging ESG regulations and Extended Producer Responsibility (EPR) requirements—which could lead to financial, operational, and reputational impacts if not adequately resourced. Additional transition risks include potential water stress that may result in mandated rationing or higher water treatment costs, rising carbon pricing that could increase operating expenses, and higher plastics costs driven by regulatory taxes. Collectively, these risks could affect cost structures, supply continuity, and regulatory compliance if climate-related policies and physical impacts intensify.</p> <p>Alongside these risks, Bausch + Lomb identifies climate-related opportunities that could strengthen long-term resilience and cost efficiency. Opportunities related to resource efficiency focus on sustainable product design and circular economy principles, such as reducing raw material inputs, improving manufacturing efficiency, and minimizing redundancies across the value chain—potentially delivering long-term cost savings. The company also highlights market opportunities linked to enhanced supply chain resiliency, including near-shoring manufacturing, building supplier redundancies, and maintaining higher inventory buffers to mitigate climate-related disruptions. These opportunities are positioned as strategic levers to offset risk while improving operational robustness across all time horizons.</p> |

| RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE RELATED DISCLOSURES (TCFD) | | 2025 RESPONSE |
|---|--|--|
| <p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p> | <p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p> | <p>Bausch + Lomb is committed to supporting and enhancing the communities in which we operate and continuously reducing the environmental impacts of our products, supply chain, manufacturing, distribution, sales and administrative support functions. Our sustainability principles are designed to support the achievement of Bausch + Lomb's business objectives, meet the needs of patients, customers, consumers, regulators, and stakeholders today, while protecting and sustaining the community, the environment, and natural resources so they are available for future generations.</p> <p>Climate-related risks and opportunities are routinely assessed and incorporated into our ERM process. The impact of risks are managed and mitigated in the ERM process and are incorporated into business continuity plans, the overall business strategy and budgetary planning for mitigation measures. To date, these climate-related risks have not materialized to have a substantive impact on the business. Active management and mitigation of climate-related-risks will continue.</p> |
| | <p>Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.</p> | <p>The physical risk analysis assessed the likelihood of potential threats to key Bausch + Lomb locations under two plausible climate futures based on the Intergovernmental Panel on Climate Change's (IPCC) Shared Socioeconomic Pathways (SSP) and Representative Concentration Pathways (RCP). The SSP5 8.5 scenario represents high emissions due to increased fossil fuel use and rapid economic growth, leading to a 4.0–5.0°C temperature rise by 2100. The SSP1-2.6 scenario represents the introduction of ambitious climate policies and innovation to accelerate decarbonization, keeping the temperate warming below 2.0°C. Given high levels of uncertainty and the long-term view of scenario analysis, it is critical to consider multiple scenarios when assessing climate risks and opportunities.</p> <p>The transition risk assessment drew on two International Energy Agency (IEA) scenarios: the Stated Policies Scenario (STEPS) and the Net Zero Emissions (NZE) scenario. STEPS reflects the expected outcomes of currently enacted policies, while NZE models a pathway to net zero CO₂ emissions by 2050 through rapid decarbonization. Together, these scenarios offer a robust framework for evaluating both industry-wide and Bausch + Lomb-specific risks and opportunities, helping to align strategic planning with anticipated policy shifts and evolving market conditions.</p> |

| RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE RELATED DISCLOSURES (TCFD) | | 2025 RESPONSE |
|---|---|--|
| Risk Management | | |
| Disclose how the organization identifies, assesses, and manages climate-related risks. | Describe the organization's processes for identifying and assessing climate-related risks. | <p>The Board, and in particular the Board committees, are responsible for overseeing the identification of the principal risks of the Company's business, including risks relating to ESG and sustainability matters, and the implementation of appropriate systems to effectively monitor and manage such risks with a view to the long-term viability of the Company and achieving a proper balance between the risks incurred and the potential return to the Company's shareholders.</p> <p>Bausch + Lomb has implemented an Enterprise Risk Assessment (ERA) approach within the ERM process to effectively manage risks. Within this approach, risk identification is shared throughout the organization. Observed risks are communicated to Business Unit (BU) leaders, which are further communicated up to the respective stakeholders through interviews and surveys. All risks are formally managed through the ERM process.</p> |
| | Describe the organization's processes for managing climate-related risks | <p>Climate-related risks are managed through Bausch + Lomb's overall ERM process. Bausch + Lomb also leverages compliance auditing programs and voluntary external certifications to drive environmental best practices and mitigate risks. EHS+S representatives perform periodic internal audits to support compliance with both regulations and internal policies. Third-party audits of our management systems are conducted as part of the process to obtain and maintain certain voluntary certifications.</p> <p>Furthermore, in 2024, Bausch + Lomb adopted a software analytics platform to proactively identify and monitor the requirements of current and forthcoming sustainability-related regulations to further support our compliance initiatives.</p> <p>In addition, based on the results of the DMA as well as climate-related risk analysis, Bausch + Lomb developed mitigation plans to create a strategic approach with implementation of initiatives to reduce potential impacts of climate-related risks on operations, assets, stakeholders, and the overall value chain. Initiatives included in the mitigation plans include refinement of business continuity planning, recurring risk assessments, continuous monitoring of costs and regulatory requirements.</p> |
| | Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | <p>The process for identifying, assessing, and managing climate-related risks are integrated within Bausch + Lomb's global ERM framework program through a structured process that engages senior leaders across the organization. As part of our risk assessment cycle, Bausch + Lomb conducts interviews and surveys with Board members and executive management to identify and prioritize significant risks, including those related to climate. Once top risks are identified, meetings are held with designated risk owners, such as the Global VP of EHS+S, to understand the underlying risk drivers, which may include physical and transition climate risks. These discussions help ensure that climate-related financial risks are evaluated alongside other strategic and operational risks. The objectives of the ERM office include, but are not limited to, managing known risks through assessments and action plans, identifying emerging risks and reporting on the ERM process and risk findings to the Audit and Risk Committee on a quarterly basis.</p> |

| RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE RELATED DISCLOSURES (TCFD) | | 2025 RESPONSE |
|--|--|--|
| Metrics And Targets | | |
| Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | Refer to Data Tables (2025 Sustainability Impact Report) |
| | Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. | Refer to Data Tables (2025 Sustainability Impact Report) |
| | Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets. | Bausch + Lomb has identified key targets to measure, monitor and report on the progress and effectiveness of our global decarbonization strategy. We are proud to announce our goals for supporting this strategy, details of which can be found in this 2025 Sustainability Impact Report . We will continue to build our sustainability strategy with a focus on developing goals, targets and action plans to control our impacts, risks and opportunities associated with these material topics. |

Data Tables

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|--|-------------------------------|--|---|------------------------------|------------------------------|------------------------------|------------------------------|
| General Disclosures | | | | | | | |
| GRI 2: General Disclosures 2021 | 2-7 | Employees | Total number of employees, broken down by gender and region | Total = 12,904 | Total = 13,286 | Total = 13,510 | Total = 13,020 |
| | | | | Total Female = 6,116 | Total Female = 6,314 | Total Female = 6,392 | Total Female = 6,120 |
| | | | | Total Male = 6,788 | Total Male = 6,972 | Total Male = 7,118 | Total Male = 6,900 |
| | | | | U.S. Total = 4,687 | U.S. Total = 5,059 | U.S. Total = 5,230 | U.S. Total = 4,883 |
| | | | | U.S. Female = 2,079 | U.S. Female = 2,299 | U.S. Female = 2,368 | U.S. Female = 2,210 |
| | | | | U.S. Male = 2,608 | U.S. Male = 2,760 | U.S. Male = 2,862 | U.S. Male = 2,673 |
| | | | | Other Regions Total = 8,217 | Other Regions Total = 8,277 | Other Regions Total = 8,280 | Other Regions Total = 8,137 |
| | | | | Other Regions Female = 4,037 | Other Regions Female = 4,015 | Other Regions Female = 4,024 | Other Regions Female = 3,910 |
| | Other Regions Male = 4,180 | Other Regions Male = 4,212 | Other Regions Male = 4,256 | Other Regions Male = 4,227 | | | |
| 2-8 | Workers who are not employees | Total number of workers who are not employees whose work is controlled by the organization | Not Reported | 706 | 283 | 278 ¹ | |

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

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---------------------------------------|------------|--|---|---------------|---------------|---------------|-------------------|
| Business Conduct | | | | | | | |
| GRI 205: Anti-Corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to | Not Reported | 100% | 100% | 100% ¹ |
| | | | Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to | 100% | 100% | 99% | 100% |
| | | | Total percentage of governance body members that have received training on anti-corruption | Not Reported | 100% | 100% | 100% ¹ |
| | | | Total percentage of employees that have received training on anti-corruption | 96% | >99.5% | 100% | 100% ² |
| Cybersecurity And Data Privacy | | | | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Total number of substantiated complaints received concerning breaches of customer privacy | 0 | 0 | 0 | 0 |
| | | | Total number of identified leaks, thefts, or losses of customer data | 0 | 0 | 0 | 0 |

¹ 10 members of the Board of Directors.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|--|--|---------------|---------------|---------------|---------------|
| Management Of Relationships With Suppliers — Environment | | | | | | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | Percentage of new suppliers that were screened using environmental criteria ^{1,2} | 58% | 77% | 98% | 77% |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | Number of suppliers assessed for environmental impacts | 238 | 197 | 335 | 90 |
| | | | Number of suppliers identified as having significant actual and potential negative environmental impacts | 0 | 0 | 0 | 0 |
| Management Of Relationships With Suppliers — Social | | | | | | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | Percentage of new suppliers that were screened using social criteria ^{3,4} | 58% | 77% | 98% | 77% |
| | 414-2 | Negative social impacts in the supply chain and actions taken | Number of suppliers assessed for social impacts | 238 | 197 | 335 | 90 |
| | | | Number of suppliers identified as having significant actual and potential negative social impacts | 0 | 0 | 0 | 0 |

¹ In 2024, only direct material suppliers and CMOs completed sustainability questionnaires. In 2022 and 2023, only direct material suppliers completed sustainability questionnaires. Indirect suppliers do not receive a sustainability questionnaire

² In 2025, both direct and indirect suppliers and CMOs completed sustainability questionnaire based on screening criteria in our Vendor Risk Management program.

³ In 2024, only direct material suppliers and CMOs completed sustainability questionnaires. In 2022 and 2023, only direct material suppliers completed sustainability questionnaires. Indirect suppliers do not receive a sustainability questionnaire.

⁴ In 2025, both direct and indirect suppliers and CMOs completed sustainability questionnaire based on screening criteria in our Vendor Risk Management program.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|-----------------------------|------------|--|---|------------------------------|----------------------------------|-------------------------------|-------------------------------|
| Energy | | | | | | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | Total fuel consumption within the organization from non-renewable sources, including fuel types used ¹ | 823 terajoules ² | 828 terajoules ³ | 832 terajoules | 1,127 terajoules ⁴ |
| | | | Total fuel consumption within the organization from renewable sources, including fuel types used: Total energy consumption from renewable sources | 0 terajoules | 0 terajoules | 0 terajoules | 0 terajoules |
| | | | Total electricity consumption ⁵ | 677 terajoules | 677 terajoules ⁶ | 677 terajoules | 618 terajoules ⁷ |
| | | | Solar generation within the organization ⁸ | 6.03 terajoules ⁹ | 6.28 terajoules ^{10,11} | 6.53 terajoules ¹² | 5.88 terajoules ¹³ |

¹ In 2022 and 2023, 23 out of 27 sites reported natural gas. In 2024, 24 out of 27 sites reported natural gas; diesel oil consumption is reported by one site, fuel oil is reported by six sites. In 2025, 23 out of 25 sites reported fuel use.

² 2023 Sustainability Impact report stated 826 terajoules for 2022 and 822 terajoules for 2023.

³ 2023 Sustainability Impact report stated 826 terajoules for 2022 and 822 terajoules for 2023.

⁴ Natural gas fuel consumption is higher in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid.

⁵ In 2023 and 2024, 100% of global manufacturing and distribution sites (27 sites) that are material to our EHS impacts were included. In 2022, 26 out of 27 sites reported data. 2024 data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure. In 2025, 100% of sites (25 sites) were included and reported data.

⁶ 2023 Sustainability Impact report stated 681 terajoules for 2023.

⁷ Electricity consumption is lower in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid.

⁸ Bausch + Lomb consumes 100% of solar energy generated on-site.

⁹ 2023 Sustainability Impact Report stated 5.92 terajoules for 2022. In 2022, Rochester, New York generated: 4.29 terajoules; Aubenas, France generated: 1.63 terajoules; Added for 2024 report — Warsaw, Poland generated: 0.11 terajoules.

¹⁰ 2023 Sustainability Impact Report stated 6.15 terajoules for 2023. In 2023, Rochester, New York generated: 4.14 terajoules; Aubenas, France generated: 1.76 terajoules; Added for 2024 report — Warsaw, Poland generated 0.14 terajoules; Munich, Germany generated: 0.25 terajoules.

¹¹ The sum of individual site solar generation is 6.28 due to rounding.

¹² In 2024, Rochester, New York generated: 3.80 terajoules; Aubenas, France generated: 2.24 terajoules; Warsaw, Poland generated 0.14 terajoules; Munich, Germany generated: 0.35 terajoules.

¹³ In 2025, Warsaw, Poland is not included in the solar generation value. Rochester, NY generated 3.39 terajoules, Aubenas, France generated 2.14 terajoules, Munich, Germany generated 0.35 terajoules.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|--------------------------------|------------|--|--|---|---|---|---|
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | Total energy consumption within the organization | 1,506 terajoules ¹ | 1,511 terajoules ² | 1,516 terajoules | 1,745 terajoules ³ |
| | | | Source of the conversion factors used | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ⁴ | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ⁵ | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol |
| Climate Change | | | | | | | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent ⁶ | 47,810 ⁷ | 50,108 ⁸ | 51,517 | 58,752 ⁹ |
| | | | Gases included in the calculation | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone ¹⁰ | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone ¹¹ | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone |
| | | | Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent | 0 | 0 | 0 | 0 |
| | | | Base year for the calculation | Bausch + Lomb launched an IPO on May 6, 2022 and is in the process of separating from Bausch Health | 2022 | 2022 | 2022 |

¹ 2023 Sustainability Impact Report stated 1,503 terajoules for 2022 and 2023.

² 2023 Sustainability Impact Report stated 1,503 terajoules for 2022 and 2023.

³ Total energy consumption is higher in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities using natural gas to generate electricity and reduce reliance on third-party grid.

⁴ 2023 Sustainability Impact Report stated: EIA.gov.

⁵ 2023 Sustainability Impact Report stated: EIA.gov.

⁶ 2022 Scope 1 emissions include stationary combustion emissions from 23 out of 27 sites and mobile emissions from corporate jet and U.S. fleet of sales vehicles.

2023 Scope 1 emissions include stationary combustion emissions from 23 out of 27 sites and mobile emissions from corporate jet and U.S. & U.K. fleet of sales vehicles. Scope 1 emissions include stationary combustion emissions from 24 out of 27 sites in 2024, 23 out of 25 sites in 2025, and mobile emissions from corporate jet and U.S. & U.K. fleet of sales vehicles.

⁷ 2023 Sustainability Impact report stated 46,686 metric tons CO₂e for 2022 and 49,906 metric tons CO₂e for 2023.

⁸ 2023 Sustainability Impact report stated 46,686 metric tons CO₂e for 2022 and 49,906 metric tons CO₂e for 2023.

⁹ Scope 1 emissions are higher in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid.

¹⁰ 2023 Sustainability Impact Report stated: Gases include CO₂, CH₄ and N₂O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."

¹¹ 2023 Sustainability Impact Report stated: Gases include CO₂, CH₄ and N₂O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|--------------------------------|------------|---|--|---|---|---|---|
| GRI 305: Emissions 2016 | 305-2 | Energy indirect (Scope 2) GHG emissions | Source of the emission factors and the global warming potential (GWP) rates used | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ¹ | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ² | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol |
| | | | Consolidation approach for emissions | Operational control | Operational control | Operational control | Operational control |
| | | | Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent ³ | 56,680 ⁴ | 56,677 ⁵ | 57,128 | 46,122 ⁶ |
| | | | Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent ⁷ | 51,703 ⁸ | 64,298 ⁹ | 67,595 ¹⁰ | 55,301 ¹¹ |
| | | | Gases included in the calculation | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone ¹² | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone ¹³ | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone | Gases include CO ₂ , CH ₄ and N ₂ O as provided by calculation and emission factors in Cority Greenstone |
| | | | Base year for the calculation | Bausch + Lomb launched an IPO on May 6, 2022 and is in the process of separating from Bausch Health | 2022 | 2022 | 2022 |
| GRI 305: Emissions 2016 | 305-2 | Energy indirect (Scope 2) GHG emissions | Source of the emission factors and the global warming potential (GWP) rates used | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ¹⁴ | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol ¹⁵ | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol | Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol |
| | | | Consolidation approach for emissions | Operational control | Operational control | Operational control | Operational Control |

¹ 2023 Sustainability Impact Report stated: Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.

² 2023 Sustainability Impact Report stated: Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.

³ In 2023 and 2024, 100% of global manufacturing and distribution sites (27) that are material to our EHS impacts reported data. In 2022, 26 out of 27 sites reported data. 2024 data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure. In 2025, 100% of sites (25 sites) were included and reported data.

⁴ 2023 Sustainability Impact Report stated 64,814 metric tons CO₂e for 2022 and 65,518 metric tons CO₂e for 2023.

⁵ 2023 Sustainability Impact Report stated 64,814 metric tons CO₂e for 2022 and 65,518 metric tons CO₂e for 2023.

⁶ Scope 2 emissions lower due to less electricity consumption in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid.

⁷ In 2023 and 2024, 100% of global manufacturing and distribution sites (27) that are material to our EHS impacts reported data. In 2022, 26 out of 27 sites reported data. 2024 data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure. In 2025, 100% of sites (25 sites) were included and reported data.

⁸ 2023 Sustainability Impact Report stated 50,513 metric tons CO₂e for 2022 and 51,990 metric tons CO₂e for 2023.

⁹ 2023 Sustainability Impact Report stated 50,513 metric tons CO₂e for 2022 and 51,990 metric tons CO₂e for 2023.

¹⁰ 2024 Sustainability Impact Report stated 67,484 metric tons CO₂e for 2024. Value changed due to improved data accuracy.

¹¹ Scope 2 emissions lower due to less electricity consumption in 2025 due to Waterford, Ireland site utilizing two onsite Combined Heat and Power facilities to generate electricity and reduce reliance on third-party grid.

¹² 2023 Sustainability Impact Report stated: Gases include CO₂, CH₄ and N₂O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."

¹³ 2023 Sustainability Impact Report stated: Gases include CO₂, CH₄ and N₂O as provided by calculation and emission factors in "Greenhouse Gas Protocol GHG Emissions Calculation Tool."

¹⁴ 2023 Sustainability Impact Report stated: Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.

¹⁵ 2023 Sustainability Impact Report stated: Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|---|--|---------------------------------|---|--|--|
| Resource Inflows, Including Resource Use | | | | | | | |
| Resource Inflows, Including Resource Use | 303-3 | Water withdrawal | Total water withdrawal from all areas in megaliters ¹ | 1,370 ² | 1,355 ³ | 1,243 | 1,102 |
| Waste | | | | | | | |
| GRI 306: Waste 2020 | 306-3 | Waste generated | Total weight of waste generated in metric tons ⁴ | 19,028 metric tons ⁵ | 27,226 metric tons ⁶ | 15,580 metric tons | 16,685 metric tons |
| | 306-4 | Waste diverted from disposal | Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste | Not Reported | 18,539 metric tons ⁷ | 9,634 metric tons | 7,855 metric tons |
| | | | | | Hazardous waste: 638 metric tons | Hazardous waste: 988 metric tons | Hazardous waste: 1,496 metric tons |
| | | | | | Non-hazardous waste: 17,901 metric tons | Non-hazardous waste: 8,646 metric tons | Non-hazardous waste: 6,360 metric tons |
| | | Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse, ii. Recycling, iii. Other recovery operations | Not Reported | 638 metric tons | 988 metric tons | 1,496 metric tons | |

¹ In 2025, 24 out of 25 sites reported water withdrawal data. In 2024, 24 out of 27 sites reported water withdrawal. In 2023, 25 out of 27 sites reported water withdrawal. In 2022, 24 out of 27 sites reported water withdrawal.

² 2023 Sustainability Impact Report stated 1,245 megaliters for 2022 and 1,242 megaliters for 2023.

³ 2023 Sustainability Impact Report stated 1,245 megaliters for 2022 and 1,242 megaliters for 2023.

⁴ 100% of global manufacturing and distribution sites that are material to our EHS impacts were included. In 2025, 24 out of 25 sites reported data. Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.

⁵ 2023 Sustainability Impact Report stated 19,260 metric tons for 2022 and 27,107 metric tons for 2023.

⁶ 2023 Sustainability Impact Report stated 19,260 metric tons for 2022 and 27,107 metric tons for 2023.

⁷ 2023 Sustainability Impact Report stated: 16,309 metric tons, Non-hazardous waste: 10,404 metric tons, Unknown waste type (hazardous or non-hazardous): 5,267 metric tons.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|----------------------------|------------|------------------------------|---|---------------|---|--|--|
| GRI 306: Waste 2020 | 306-4 | Waste diverted from disposal | Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse, ii. Recycling, iii. Other recovery operations | Not Reported | i. Preparation for reuse: 0.1 metric tons Onsite: 0 metric tons Offsite: 0.1 metric tons | i. Preparation for reuse: 1 metric ton Onsite: 0 metric tons Offsite: 1 metric ton | i. Preparation for reuse: 0 metric ton Onsite: 0 metric tons Offsite: 0 metric ton |
| | | | | Not Reported | ii. Recycling: 14 metric tons Onsite: 0 metric tons Offsite: 14 metric tons | ii. Recycling: 132 metric tons Onsite: 0 metric tons Offsite: 132 metric tons | ii. Recycling: 105 metric tons Onsite: 0 metric tons Offsite: 105 metric tons |
| | | | | Not Reported | iii. Other recovery operations: 624 metric tons Onsite: 0 metric tons Offsite: 624 metric tons | iii. Other recovery operations: 855 metric tons Onsite: 0 metric tons Offsite: 855 metric tons | iii. Other recovery operations: 1,390 metric tons Onsite: 0 metric tons Offsite: 1,390 metric tons |
| | | | | Not Reported | 17,901 metric tons ¹ | 8,646 metric tons | 6,360 metric tons |
| | | | | Not Reported | i. Preparation for reuse: 2,667 metric tons Onsite: 355 metric tons Offsite: 2,312 metric tons | i. Preparation for reuse: 584 metric tons Onsite: 49 metric tons Offsite: 534 metric tons | i. Preparation for reuse: 1,563 metric tons Onsite: 43 metric tons Offsite: 1,521 metric tons |
| | | | | Not Reported | ii. Recycling: 14,803 metric tons Onsite: 0 metric tons Offsite: 14,803 metric tons | ii. Recycling: 7,109 metric tons Onsite: 0 metric tons Offsite: 7,109 metric tons | ii. Recycling: 3,953 metric tons Onsite: 0 metric tons Offsite: 3,953 metric tons |
| | | | | Not Reported | iii. Other: recovery operations: 430 metric tons Onsite: 0 metric tons Offsite: 430 metric tons | iii. Other recovery operations: 953 metric tons Onsite: 0 metric tons Offsite: 953 metric tons | iii. Other recovery operations: 843 metric tons Onsite: 0 metric tons Offsite: 843 metric tons |

¹2023 Sustainability Impact Report stated 10,404 metric tons; ii. Recycling: 7,307 metric tons, Onsite: 0 metric tons, Offsite: 7,307 metric tons.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|---|--|--|--|--|--|------------------------------------|
| GRI 306: Waste 2020 | 306-5 | Waste directed to disposal | Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste | Not Reported | 8,688 metric tons ¹ | 5,945 metric tons | 8,830 metric tons |
| | | | Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery), ii. Incineration (without energy recovery), iii. Landfilling, iv. Other disposal operations | | Hazardous waste: 6,059 metric tons | Hazardous waste: 3,159 metric tons | Hazardous waste: 1,809 metric tons |
| | | Non-hazardous waste: 2,629 metric tons | | | Non-hazardous waste: 2,751 metric tons | Non-hazardous waste: 7,021 metric tons | |
| | | Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery), ii. Incineration (without energy recovery), iii. Landfilling, iv. Other disposal operations | Not Reported | 6,059 metric tons ² | 3,159 metric tons | 1,809 metric tons | |
| | | | | i. Incineration with energy recovery: 149 metric tons | i. Incineration with energy recovery: 384 metric tons; | i. Incineration with energy recovery: 150 metric tons | |
| | | | Not Reported | Onsite: 0 metric tons Offsite: 149 metric tons | Onsite: 0 metric tons Offsite: 384 metric tons | Onsite: 0 metric tons Offsite: 150 metric tons | |
| | | | | ii. Incineration without energy recovery: 13 metric tons | ii. Incineration without energy recovery: 21 metric tons | ii. Incineration without energy recovery: 25 metric tons | |
| | | | Not Reported | Onsite: 0 metric tons Offsite: 13 metric tons | Onsite: 0 metric tons Offsite: 21 metric tons | Onsite: 0 metric tons Offsite: 25 metric tons | |
| iii. Landfilling: 4 metric tons | iii. Landfilling: 5 metric tons | | | iii. Landfilling: 4 metric tons | | | |
| Not Reported | Onsite: 0 metric tons Offsite: 4 metric tons | Onsite: 0 metric tons Offsite: 5 metric tons | Onsite: 0 metric tons Offsite: 4 metric tons | | | | |
| | iv. Other disposal operations: 5,893 metric tons | iv. Other disposal operations: 2,785 metric tons | iv. Other disposal operations: 1,630 metric tons | | | | |
| Onsite: 0 metric tons Offsite: 5,893 metric tons | Onsite: 0 metric tons Offsite: 2,785 metric tons | Onsite: 0 metric tons Offsite: 1,630 metric tons | | | | | |

¹ 2023 Sustainability Impact Report stated 6,372 metric tons, Hazardous waste: 4,945 metric tons, Non-hazardous waste: 1,427 metric tons.

² 2023 Sustainability Impact Report stated 4,945 metric tons; i. Incineration (with energy recovery): 145 metric tons, Onsite: 0 metric tons, Offsite: 145 metric tons; ii. Incineration (without energy recovery): 14 metric tons, Onsite: 0 metric tons, Offsite: 14 metric tons; iii. Landfilling: 4 metric tons, Onsite: 0 metric tons, Offsite: 4 metric tons; iv. Other disposal operations: 4,782 metric tons, Onsite: 0 metric tons, Offsite: 4,782 metric tons.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|----------------------------|---|---|--|---|--|--|--|
| GRI 306: Waste 2020 | 306-5 | Waste directed to disposal | Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery), ii. Incineration (without energy recovery), iii. Landfilling, iv. Other disposal operations | Not reported | 2,629 metric tons ¹ | 2,751 metric tons | 7,021 metric tons |
| | | | | | i. Incineration with energy recovery: 499 metric tons Onsite: 0 metric tons Offsite: 499 metric tons | i. Incineration with energy recovery: 759 metric tons Onsite: 0 metric tons Offsite: 759 metric tons | i. Incineration with energy recovery: 684 metric tons Onsite: 0 metric tons Offsite: 684 metric tons |
| | | | | Not reported | ii. Incineration without energy recovery: 60 metric tons Onsite: 0 metric tons Offsite: 60 metric tons | ii. Incineration without energy recovery: 103 metric tons Onsite: 0 metric tons Offsite: 103 metric tons | ii. Incineration without energy recovery: 61 metric tons Onsite: 0 metric tons Offsite: 61 metric tons |
| | | | | | Not reported | iii. Landfilling: 592 metric tons Onsite: 0 metric tons Offsite: 592 metric tons | iii. Landfilling: 1,842 metric tons Onsite: 0 metric tons Offsite: 1,842 metric tons |
| | Not reported | iv. Other disposal operations: 1,478 metric tons Onsite: 0 metric tons Offsite: 1,478 metric tons | iv. Other disposal operations: 47 metric tons Onsite: 0 metric tons Offsite: 47 metric tons | iv. Other disposal operations: 3,801 metric tons Onsite: 0 metric tons Offsite: 3,801 metric tons | | | |
| | | - | Waste with unknown pathway | Waste with unknown pathway | Not reported | 0 metric tons ² | 0 metric tons |
| | Hazardous waste with unknown pathway: 0 metric tons | | | | | Hazardous waste with unknown pathway: 0 metric tons | Hazardous waste with unknown pathway: 0 metric tons |
| | Non-hazardous waste with unknown pathway: 0 metric tons | | | | | Non-hazardous waste with unknown pathway: 0 metric tons | Non-hazardous waste with unknown pathway: 0 metric tons |

¹ 2023 Sustainability Impact Report stated 1,427 metric tons; i. Incineration (with energy recovery): 500 metric tons, Onsite: 0 metric tons, Offsite: 500 metric tons; ii. Incineration (without energy recovery): 60 metric tons, Onsite: 0 metric tons, Offsite: 60 metric tons; iii. Landfilling: 592 metric tons, Onsite: 0 metric tons, Offsite: 592 metric tons; iv. Other disposal operations: 275 metric tons, Onsite: 0 metric tons, Offsite: 275 metric tons.

² 2023 Sustainability Impact Report stated 4,426 metric tons, Hazardous waste: 3,076 metric tons, Non-hazardous waste: 1,350 metric tons.

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE | | |
|---|------------|--|---|---------------|---------------|---------------|---------------|--|--|
| Health and Safety (Own Workforce) | | | | | | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-8 | Workers covered by an occupational health and safety management system | 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 | Not Reported | 13,893 | 14,337 | 14,025 | | |
| | | | | 100% | 100% | 100% | 100% | | |
| | | | The number and percentage of all employees and workers who are not employees but whose work and/ or workplace is controlled by the organization, who are covered by such a system that has been internally audited | Not Reported | 8,657 | 8,822 | 8,567 | | |
| | | | | 70% | 62% | 62% | 61% | | |
| | | | 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 | Not Reported | 5,930 | 6,185 | 6,040 | | |
| | 40% | 43% | 43% | 43% | | | | | |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|--|---|---|---|---|---|
| GRI 403: Occupational Health and Safety 2018 | 403-8 | Workers covered by an occupational health and safety management system | Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded | No workers have been excluded from this data. | No workers have been excluded from this data. | No workers have been excluded from this data. | While all Bausch + Lomb employees are covered by the occupational health and safety management system, the focus is on manufacturing and logistics employees. The Corporate and Commercial employees are covered under the general safety and health policies and procedures but are not audited. Non-US corporate and commercial may not be included in the reported data. |
| GRI 403: Occupational Health and Safety 2018 | 403-9 | Work-related injuries | For all employees: | | | | |
| | | | The number of fatalities as a result of work-related injury | 0 | 0 | 0 | 0 |
| | | | The rate of fatalities as a result of work-related injury | 0 | 0 | 0 | 0 |
| | | | The number of high-consequence work-related injuries (excluding fatalities) | 2 | 4 | 5 | 3 |
| | | | The rate of high-consequence work-related injuries (excluding fatalities) | 0.04 | 0.04 | 0.05 | 0.03 |
| | | | The number of recordable work-related injuries | 23 | 39 | 23 | 19 |
| | | | The rate of recordable work-related injuries | 0.28 | 0.4 | 0.25 | 0.21 |
| | | | The main types of work-related injury | Slips, trips, falls; cuts, abrasions; thermal burns; contusion, bruising. | Contusions/bruising; slips/trips/falls; cuts/abrasions. | Contusions/bruising; slips/trips/falls; cuts/abrasions. | Contusions/bruising, slip/trip/fall, sprain/strain |
| The number of hours worked | 16,453,505 | 17,895,308 | 18,224,368 | 18,035,917 | | | |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE | | |
|---|------------|-------------------------|---|---|--|--|---|--|--|
| GRI 403: Occupational Health and Safety 2018 | 403-10 | Work-related ill health | For all workers who are not employees but whose work and/or workplace is controlled by the organization: | | | | | | |
| | | | The number of fatalities as a result of work-related injury | 0 | 0 | 0 | 0 | | |
| | | | The rate of fatalities as a result of work-related injury | 0 | 0 | 0 | 0 | | |
| | | | The number of high-consequence work-related injuries (excluding fatalities) | 0 | 0 | 0 | 0 | | |
| | | | The rate of high-consequence work-related injuries (excluding fatalities) | 0 | 0 | 0 | 0 | | |
| | | | The number of recordable work-related injuries | 0 | 2 | 2 | 1 | | |
| | | | The rate of recordable work-related injuries | 0 | 1 | 1 | 0 | | |
| | | | The main types of work-related injury | Not applicable | Contusions/bruising. | Trips/fall and eye irritation | Contusions/bruising, slip/trip/fall, sprain/strain | | |
| | | | The number of hours worked | 974,126 | 555,627 | 514,553 | 676,694 | | |
| | | | The work-related hazards that pose a risk of high-consequence injury, including: | | | | | | |
| | | | How these hazards have been determined | Work-related ill health data does not include non-US corporate and commercial employees | Work-related ill health data does not include non-US corporate and commercial employees. | Work-related ill health data does not include non-US corporate and commercial employees. | Non-US corporate and commercial may not be included in the reported data. | | |
| | | | Which of these hazards have caused or contributed to high-consequence injuries during the reporting period | Motor vehicle accident, electrical contact. | Motor vehicle accident, falls, electrical contact. | Falls | contusions/bruising | | |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|-----------------------|--|---|---|--|--|
| GRI 403: Occupational Health and Safety 2018 | 403-9 | Work-related injuries | Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls | The work-related hazards identified are addressed through a series of controls. Where possible the hazards are eliminated. Some hazards are managed through engineering controls, administrative controls, and/or training and personal protective equipment. | The work-related hazards identified are addressed through a series of controls. Where possible the hazards are eliminated. Some hazards are managed through engineering controls, administrative controls, and/or training and personal protective equipment. | 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. | When a high-consequence injury occurs an incident investigation is conducted. The outcome of the incident investigation is shared with others who have similar hazards. During this reporting period, this has resulted in detailed electrical/Lock-out tag-out program review and updates to programs. Re-training was also emphasized. |
| | | | Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls | When a high-consequence injury occurs, an incident investigation is conducted. The outcome of the incident investigation is shared with others who may face similar hazards. During this reporting period, for example, this approach has resulted in a detailed electrical lock-out tag-out program review and updates to programs. Re-training was also emphasized. | When a high-consequence injury occurs, an incident investigation is conducted. The outcome of the incident investigation is shared with others who may face similar hazards. Re-training is emphasized. | When a high-consequence injury occurs, an incident investigation is conducted. The outcome of the incident investigation is shared with others who may face similar hazards. Re-training is emphasized. | The work-related hazards identified are address through a series of controls. Where possible the hazards are eliminated. However, some hazards are managed through engineering controls, administrative controls, training and personal protective equipment. |
| | | | Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked | 200,000 | 200,000 | 200,000 | 200,000 |
| | | | Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded | No workers have been excluded from this data. | No workers have been excluded from this data. | No workers have been excluded from this data. | Non-US corporate and commercial may not be included in the reported data. |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|--|---|---|---|---|---|---|--|
| GRI 403: Occupational Health and Safety 2018 | 403-10 | Work-related ill health | For all employees: | | | | |
| | | | The number of fatalities as a result of work-related ill health | 0 | 0 | 0 | 0 |
| | | | The number of cases of recordable work-related ill health | 10 | 7 | 8 | 2 |
| | | | The main types of work-related ill health | Repetitive motion/cumulative trauma disorders and hearing loss. | Hearing loss | Cumulative Trauma Disorder/ Repetitive Motion | Cumulative Trauma Disorder/ Repetitive Motion |
| | | | For all workers who are not employees but whose work and/or workplace is controlled by the organization: | | | | |
| | | | The number of fatalities as a result of work-related ill health | 0 | 0 | 0 | 0 |
| | | | The number of cases of recordable work-related ill health | 0 | 0 | 0 | 0 |
| | | | The main types of work-related ill health | Not applicable | Not applicable | Not applicable | Not applicable |
| | | | The work-related hazards that pose a risk of ill health, including: | | | | |
| | | | How these hazards have been determined | Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes. | Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes. | 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. | Hazards which poses a risk of high-consequence injury include motor vehicle accidents, falls (especially from height), electrical. Hazards have been identified through JSA/IHQEA risk assessment process. |
| Which of these hazards have caused or contributed to cases of ill health during the reporting period | Repetitive motion/cumulative trauma disorders and hearing loss. | Repetitive motion/cumulative trauma disorders and hearing loss. | Repetitive motion/cumulative trauma disorders and hearing loss. | Repetitive motion/cumulative trauma disorders and hearing loss. | | | |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|--|---|--|--|---|--|
| GRI 403: Occupational Health and Safety 2018 | 403-10 | Work-related ill health | Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls | Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes. | Work-related hazards that pose a risk of ill health include: repetitive motion/cumulative trauma disorders, hearing loss, gamma radiation and chemical exposure. These are identified as part of the JSA and IHQEA risk assessment processes. | 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. | Hazards which poses a risk of high-consequence injury include motor vehicle accidents, falls (especially from height), electrical. Hazards have been identified through JSA/IHQEA risk assessment process. |
| | | | Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded | Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly. | Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly. | Repetitive motion/cumulative trauma disorders are an ongoing challenge in the manufacturing process. Individual jobs/workstations are reviewed as part of all projects through the project management, change control board or red-tag equipment process. | |
| Talent Attraction, Engagement And Retention | | | | | | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | Total number and rate of new employee hires, by gender and region | Not Reported | Total = 1,924 | Total = 1,786 | Total = 1,264 |
| | | | | Not Reported | Total Female = 929 | Total Female = 851 | Total Female = 582 |
| | | | | Not Reported | Total Male = 995 | Total Male = 935 | Total Male = 682 |
| | | | | Not Reported | U.S. Total = 1,053 | U.S. Total = 902 | U.S. Total = 532 |
| | | | | Not Reported | U.S. Female = 514 | U.S. Female = 408 | U.S. Female = 221 |
| | | | | Not Reported | U.S. Male = 539 | U.S. Male = 494 | U.S. Male = 311 |
| | | | | Not Reported | Other Regions Total = 871 | Other Regions Total = 884 | Other Regions Total = 732 |
| | | | | Not Reported | Other Regions Female = 415 | Other Regions Female = 443 | Other Regions Female = 361 |
| | | | | Not Reported | Other Regions Male = 456 | Other Regions Male = 441 | Other Regions Male = 371 |

| GRI STANDARD | DISCLOSURE | TITLE | DESCRIPTION | 2022 RESPONSE | 2023 RESPONSE | 2024 RESPONSE | 2025 RESPONSE |
|---|------------|--|--|---------------|---|---|--|
| Working Conditions (Own Workforce) | | | | | | | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Operations and suppliers at risk of violating freedom of association or collective bargaining | No Response | 34% of global employees are covered by either a trade union or collective bargaining unit. | 34% of global employees are covered by either a trade union or collective bargaining unit. | At our production sites, workers' rights are governed by local legislation and any agreements signed with trade union representatives or works councils, where these have been elected. On-site HR teams are responsible for ensuring compliance with legal and contractual obligations. |
| | | | Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining | Not available | Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining. | Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining. | 34% of our workforce are covered by a CBA or Trade Unions agreement. See details in the attached document for all countries : Bu country, #of employees covered either by a CBA, TU agreement or both. In France and Brazil, TU are involved into merit negotiations and signed agreements with the company. |
| Communities And Philanthropic Contributions | | | | | | | |
| — | — | — | Philanthropic contributions made by the Bausch Foundation | \$396,995 | \$1,016,331 | \$528,240 | \$496,771 |