

**2025 ANNUAL DESCRIPTION OF COMPREHENSIVE COMPLIANCE PROGRAM
PURSUANT TO CALIFORNIA HEALTH AND SAFETY CODES §§ 119400-119402**

A. INTRODUCTION:

Bausch + Lomb is dedicated to protecting and enhancing the gift of sight for millions of people around the world - from the moment of birth through every phase of life. Its comprehensive portfolio of more than 400 products includes contact lenses, lens care products, eye care products, ophthalmic pharmaceuticals, over-the-counter products and ophthalmic surgical devices and instruments. Founded in 1853, Bausch + Lomb has a significant global research and development, manufacturing and commercial footprint with more than 13,000 employees and a presence in nearly 100 countries.

With our commitment to the development and marketing of pharmaceutical products, Bausch + Lomb has established and oversees an effective and comprehensive compliance program in accordance with federal, state, and industry guidelines including the "Compliance Program Guidance for Pharmaceutical Manufacturers," published by the Office of Inspector General ("OIG"), U.S. Department of Health and Human Services, the Pharmaceutical Research and Manufacturers of America's ("PhRMA") "Code of Interactions with Healthcare Professionals" and the Advanced Medical Technology Association ("AdvaMed") "Code of Ethics on Interactions with Health Care Professionals".

There has been a significant amount of effort and resources that have been dedicated to implementing a comprehensive compliance program at Bausch + Lomb including checks and balances to prevent and detect violations of law or Company policy.

Key elements of the Bausch + Lomb Compliance Program include:

- ▶ Establishment of a Global Chief Ethics & Compliance Officer.
- ▶ A fully functioning Audit and Risk Committee.
- ▶ A Code of Conduct that promotes the highest ethical standards and behaviors for business practices.
- ▶ Extensive guidelines and procedures contained in the Healthcare Compliance Policy.
- ▶ A variety of training and educational activities offered through many mediums.
- ▶ Targeted auditing and monitoring of business activities.
- ▶ Anonymous reporting along with other communication mechanisms to raise compliance concerns.
- ▶ Well publicized disciplinary guidelines.

B. OVERVIEW OF THE BAUSCH + LOMB CORPORATE COMPLIANCE PROGRAM

1. Leadership and Structure

- A. Global Chief Ethics & Compliance Officer - Bausch + Lomb has a Global Chief Ethics & Compliance Officer ("GCECO") who has oversight of the Company's promotional and educational activities both in the U.S. and worldwide. The GCECO has appropriate authority to exercise independent judgment and has free and unencumbered access to the CEO and the Audit and Risk Committee of Bausch + Lomb's Board of Directors. The GCECO oversees Bausch + Lomb's Ethics & Compliance Departments both in the U.S. and globally and reports directly to the Chief Legal Officer.

The GCECO provides reports, on a quarterly basis, at minimum, to the Audit and Risk Committee of Bausch + Lomb's Board of Directors. The Global Chief Ethics & Compliance Officer will take action respective to any investigation related to non-compliance with or potential violation of the Code of Conduct.

- B. Audit and Risk Committee - This Committee is appointed by the Board of Directors (the "Board") to assist Board oversight of processes in place to identify, assess, monitor and control critical risks facing Bausch + Lomb including regulatory risks, and in the identification of the material risks of Bausch + Lomb's business.

In addition, the Committee shall, subject to Board approval, establish, review and update annually Bausch + Lomb's Code of Conduct (the "Code") and the Code of Professional Conduct for the Senior Finance Executives (the "Professional Code") with a view to complying with all applicable rules and regulations and satisfy itself that management has established a system to enforce such Conduct Standards and the Professional Code.

- C. Compliance Management Committee - This Committee is made up of Bausch + Lomb's Executive Committee and other members of the US Senior Management. This Committee sets direction globally for Bausch + Lomb's Compliance Program.
- D. The U.S. Compliance Sales and Marketing Committee - This Committee is made up of key members of the U.S. Senior Management representing Marketing, Sales, Regulatory Affairs, Medical Affairs, Ethics and Compliance and Finance. The Committee reviews and approves all Compliance policies and training related activities.

2. Written Standards

Bausch + Lomb has developed and distributed written policies and guidelines to guide our employees in their day-to-day commercial activities. These policies and guidelines have been developed by the Bausch + Lomb Ethics & Compliance Department with input and approval from the Global Chief Ethics & Compliance Officer, the Audit and Risk Committee, the Ethics & Compliance Committee, Bausch + Lomb's Senior Management and Legal. Input was solicited from the various commercial departments to ensure that the policies are applicable to the day-to-day compliance issues that may arise.

Code of Conduct - The Bausch + Lomb Code of Conduct is the codification of Bausch + Lomb's commitment to conducting all business activities wherever they may occur, ethically, with integrity and in compliance with all applicable laws and regulations.

U.S. Healthcare Compliance Policies - Bausch + Lomb's U.S. Healthcare Ethics and Compliance Policies are designed to provide guidance to Bausch + Lomb employees, agents and contractors on the legal and ethical standards relating to the most common marketing and sales activities as well as other usual financial arrangements with U.S. healthcare professionals.

In regard to the California Health and Safety Codes §§ 119400 - 119402, it is important to note that Bausch + Lomb's business activities in the state of California are intended to benefit patients and to enhance the practice of medicine. Interactions between Company representatives and others speaking on behalf of Bausch + Lomb are focused on providing valuable scientific and educational information. Related to such presentations and in accordance with the PhRMA Code and the AdvaMed Code on Interactions with Healthcare Professionals, Bausch + Lomb may offer occasional modest meals and items designed primarily for the benefit of patients and healthcare professionals.

Bausch + Lomb has established a specific annual dollar limit on educational items and promotional activities provided to a medical or healthcare professional, in accordance to the California Health and Safety Code. The annual dollar limit is \$3000. It is important to note that this dollar limit is an upper limit and does not represent the average value that is spent on a medical or healthcare professional, that number would be significantly lower. Based on past historical spend data, Bausch + Lomb does not anticipate any medical or healthcare professional will reach that annual dollar limit. Bausch + Lomb is also committed to reviewing this limit on a yearly basis and make any required changes consistent with any operational issues that arise related to compliance with this statute.

3. Education and Training

Bausch + Lomb has an annual U.S. Healthcare Compliance training program that includes testing and certification of appropriate employees. The training encompasses the relevant U.S. healthcare laws, industry codes, and Bausch + Lomb's Policies. Employees are also trained on the consequences of failing to comply with the requirements of Bausch + Lomb's compliance program, which may include disciplinary action up to including termination of employment.

4. Internal Lines of Communication

Bausch + Lomb has established a variety of communication streams that an employee can access to report a potential violation of Bausch + Lomb 's Policies or U.S. laws and regulation. Bausch + Lomb employees are obligated to report any suspected violation of Bausch + Lomb 's Policies to his or her supervisor, the Sr. Vice President, Global Chief Ethics & Compliance Officer, Human Resources or the Legal Department. Supervisors must in turn report any suspected violation of the U.S. healthcare laws or Bausch + Lomb 's Policies to a member of the Executive Management Team and the Senior Vice President, Global Chief Ethics & Compliance Officer.

Alternatively, employees may report violations using the Business Ethics hotline which is managed by a third party who provides a confidential, anonymous means of submitting concerns. Employees can contact The Business Ethics Hotline 24 hours a day, 7 days a week at 1-844-974- 5090.

5. Auditing and Monitoring

Bausch + Lomb self-assesses and periodically audits its employees to ensure compliance with its policies and procedures. All policies are periodically reviewed as well as undergoing an annual review.

Bausch + Lomb also audits and monitors a variety of activities that may be sensitive to compliance violations. The results of such auditing and monitoring activities may be used as a basis for the development of new policies and procedures along with creating new training and education programs.

6. Responding to Potential Violations

When Bausch + Lomb believes there is a potential violation of its Policies and/or Laws or Regulations, it diligently and effectively investigates the situation and takes appropriate disciplinary action in order to address the violation and prevent the repeat of such violations in the future. The consequences for the violation of company policies, outlined in the Corporate Compliance Program, include disciplinary action up to and including termination of employment.

7. Corrective Action

Bausch + Lomb is committed to conducting its business in a manner fully consistent with the requirements set forth in the Code of Conduct and the U.S. Healthcare Compliance Policies. Failure to comply with these standards can have serious consequences, both criminal and civil, for Bausch + Lomb as well as for individual employees. Appropriate disciplinary action, up to and including termination, may be taken against any employee whose conduct violates Bausch + Lomb 's Code of Conduct, the U.S. Healthcare Compliance Policies and applicable state and federal laws and regulations.

8. Closing

Bausch + Lomb is committed to the maintenance and on-going assessment necessary to ensure an effective Compliance Program. In addition to the monitoring and management of its compliance program, Bausch + Lomb will establish and annually assess its spend limit and will identify and alter the Compliance Program to complying with the California requirement as well as any new legislative requirements. The current spend limit will be in effect from the period of January 1, 2025 through December 31, 2025.