

# CLEAR PURPOSE



2024 Sustainability Impact Report

**BAUSCH + LOMB**



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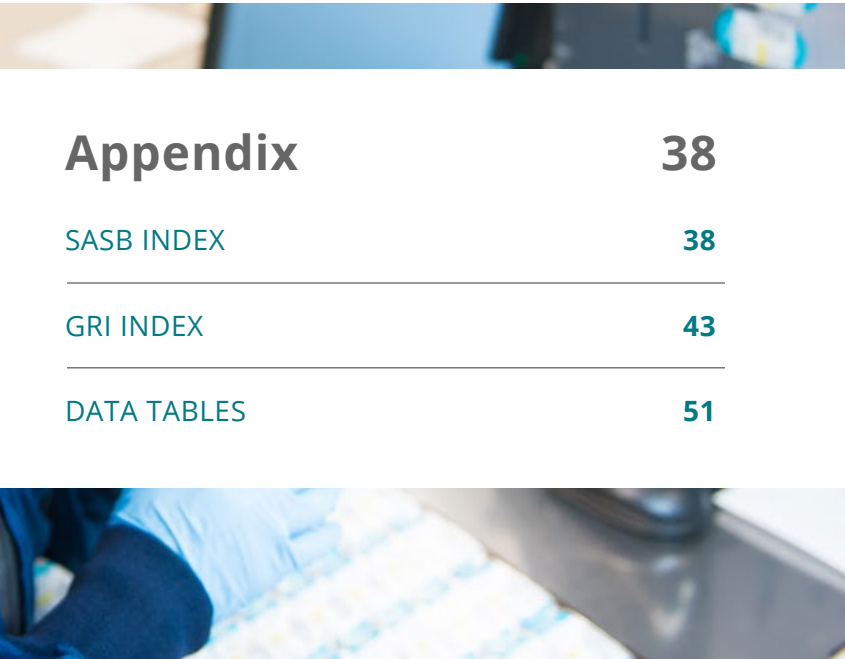
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# INTRODUCTION

## CEO letter



We help people see better to live better, and we do so responsibly.

Sustainability is a consideration in every action we take, from sourcing our products to manufacturing and selling. And it doesn't end there — we encourage customers and consumers to support sustainable practices through initiatives like our award-winning eye care recycling programs.

Our commitment to sustainability is a key component of holding ourselves to the standards of business conduct and ethical behavior outlined in this report. Being the best eye health company isn't measured solely on performance. How we get there matters, and will continue to drive our decision-making process as we build on nearly two centuries of improving vision.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Brent Saunders', followed by a horizontal line.

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



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



In 2024, we continued our Environmental, Social and Governance (ESG) journey with a *Clear Purpose*, focusing on building our Sustainability Team and enhancing our ESG compliance strategy. Our efforts centered around preparation for the German Supply Chain Due Diligence Act, the European Corporate Sustainability Reporting Directive (CSRD) and carbon disclosure requirements. Our comprehensive approach to sustainability reporting is based on the results of our double materiality assessment and covers topics that are material from both financial and impact perspectives. Together, these standards and frameworks encourage us to be forward-looking and transparent while requiring us to disclose our plans and targets for improving sustainability performance.

Our teams also focused on the following tools and regulations, some of which are discussed in greater detail in this report:

## ENVIRONMENT

- Developing decarbonization and Net Zero strategies in alignment with the European Green Deal and other U.K., U.S. and global requirements
- Measuring, mitigating, managing and disclosing our Scope 1, 2 and 3 greenhouse gas (GHG) emissions
- Developing a packaging database to support global Extended Producer Responsibility requirements
- Responding to key customer, supplier and industry questionnaires, including CDP and EcoVadis
- Recertifying and maintaining third-party certifications (ISO 14001, 45001, 50001, 13485 and UL 2799) in our operations

## SOCIAL

- Preparing for compliance with the European Corporate Sustainability Due Diligence Directive (CSDDD)
- Reinforcing our commitment to human rights across our value chain
- Enhancing our supplier risk assessment via our new vendor risk management program

## GOVERNANCE

- Adopting a tool which enables monitoring of pertinent ESG regulations

Our commitment to operating with integrity, supporting employee growth and well-being and respecting the environment, while advancing patient care and global health, is clearly reflected in our sustainability impact efforts and our corporate values. We look forward to progressing our purpose and will continue to do so while thoughtfully managing and improving our interactions with natural, human and social capital.

Stay safe,

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





“

*We look forward to progressing our purpose and will continue to do so while thoughtfully managing and improving our interactions with natural, human and social capital.*

**Amy Butler**

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



# Company overview

Bausch + Lomb Corporation (Bausch + Lomb) is a leading global eye health company dedicated to protecting and enhancing the gift of sight for millions of people around the world — from birth through every phase of life — sustainably.

We develop and manufacture a range of products, primarily in the areas of eye health, which are marketed directly or indirectly in approximately 100 countries. As a fully integrated eye health business, Bausch + Lomb has an established line of 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 that position us to compete in all areas of the eye health market. Our comprehensive portfolio of approximately 400 products is built to serve our customers across the full spectrum of their eye health needs throughout their lives.

Our headquarters are in Vaughan, Ontario, and we have additional corporate offices in Bridgewater, New Jersey, Irvine, California and Miami, Florida. We have a significant global research, development, manufacturing and commercial footprint of approximately 13,500 employees and a presence in approximately 100 countries, extending our reach to billions of potential customers across the globe.



Our iconic brand is built on the deep trust and loyalty of our customers established over our more than 170-year history. We have long been associated with many of the most significant advances in eye health, and we believe we are well positioned to continue leading the advancement of eye health into the future.

## Our mission, vision and values

Our mission is simple, yet powerful: helping people see better to live better all over the world — this is the principle our company was founded on and what we still strive for today. Through unwavering focus rooted in innovation, quality and craftsmanship, we continue to pursue our lifelong vision of protecting and enhancing the gift of sight through every phase of life.



# Sustainability impacts at Bausch + Lomb

## ABOUT THIS REPORT

Bausch + Lomb's 2024 Sustainability Impact Report presents our management approach and performance for material environmental, social and governance topics across our global footprint for the calendar year January 1, 2024–December 31, 2024.

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.

## OUR APPROACH TO SUSTAINABILITY IMPACT

We believe pursuing sustainable business growth and implementing effective environmental, social and governance programs enhances our ability to deliver on our mission: helping people see better to live better. Accordingly, we are committed to initiating, maintaining and improving practices that drive value for our company and our stakeholders — including customers, consumers, eye care professionals, patients, employees, communities and shareholders.

In late 2023, we conducted a double materiality assessment with an independent partner to identify the environmental, social and governance topics material to our business. The topics identified in this assessment inform the content of our sustainability impact reporting and strategy.



We welcome your feedback on this material.

Please contact us at [corporate.communications@bausch.com](mailto:corporate.communications@bausch.com).



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

DIMENSION	MATERIAL TOPIC	MATERIAL IMPACT, RISK OR OPPORTUNITY TYPE			
		FINANCIAL MATERIALITY		IMPACT MATERIALITY	
		Risk	Opportunity	Positive Impact	Negative Impact
Governance	Business Conduct*	✓		✓	
	Cybersecurity and Data Privacy	✓			
	Management of Relationships with Suppliers — Environment	✓			
	Product Development, R&D, Investment and Innovation			✓	
Environment	Climate Change*	✓			✓
	Energy	✓			
	Microplastics				✓
	Resource Inflows, Including Resource Use				✓
	Resource Outflows Related to Products and Services				✓
	Waste			✓	✓

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

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

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

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

DIMENSION	MATERIAL TOPIC	MATERIAL IMPACT, RISK OR OPPORTUNITY TYPE			
		FINANCIAL MATERIALITY		IMPACT MATERIALITY	
		Risk	Opportunity	Positive Impact	Negative Impact
Social	Compensation and Benefits*		✓	✓	
	Personal Safety of Consumers and/or End-Users	✓			
	Management of Relationships with Suppliers — Social			✓	
	Talent Attraction, Engagement and Retention			✓	
	Health and Safety (Own Workforce)			✓	
	Communities and Philanthropic Contributions			✓	
	Training and Skills Development (Own Workforce)			✓	
	Information-Related Impacts for Consumers and/or End-Users			✓	
	Working Conditions (Own Workforce)			✓	
	Accessibility of Consumers and/or End-Users			✓	

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





# GOVERNANCE

## Business conduct

Ethical business conduct is the foundation of Bausch + Lomb’s culture. It sets the tone from our leadership, establishes expectations for our employees and business partners and serves as the standard against which we measure ourselves to ensure we are upholding best practices. Our strong culture of responsibility and compliance is critical to earning and maintaining the trust of our key stakeholders, including medical professionals, patients, customers, consumers, regulators, shareholders and employees.

Upholding proper business conduct is the responsibility of every Bausch + Lomb employee. 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 updates the Committee quarterly on the status of our compliance-related systems, specific programs and initiatives and overall performance. Additionally, our Chief Ethics &

Compliance Officer participates in every Executive Leadership Team (ELT) meeting, with an opportunity to raise any ethics or compliance matters. 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 and to develop compliance and risk management programs relevant to the enterprise as well as to specific business units and geographies. Business unit leaders provide performance updates to the Audit and Risk Committee on a quarterly basis.

*In 2024, the Ethics and Compliance team introduced a website dedicated to business ethics at Bausch + Lomb. The site hosts our new, fully interactive Code of Conduct and useful information including links to policies, standard operating procedures and important forms.*





*Bausch + Lomb aims for 100% of employees to complete corporate governance training, which covers our anti-bribery, ethics reporting, corporate disclosure and insider trading policies. In 2024, >99% of global employees completed the required training.*

In addition to 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](#). In 2024, we enhanced our Code of Conduct training to be more modern and interactive, and to better test adoption and understanding of the Code. In 2025, we plan to launch brief, topical “Refresher Trainings” to help keep business conduct top of mind. Recent and upcoming updates to our policies and training reflect our organizational diligence and commitment to ensuring our approach and guidance regarding business conduct are proactive, timely and relevant. We will continue to explore additional innovations and investments in technology that can further strengthen our training, programs and systems.

Bausch + Lomb strives to cultivate and promote a “Speak Up” culture, which encourages our employees to report allegations, real or perceived, that may be a violation of our 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. Beyond the Business Ethics Hotline, there are additional

resources available to guide raising 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.

HIGHLIGHT

### Bausch + Lomb’s new and improved policies

We are proud to announce that in 2024 Bausch + Lomb revitalized our [Code of Conduct](#), which defines our approach to business conduct and our expectations around critical topics. In addition to updating key content, the Code now includes a chat box and frequently asked question section, is fully searchable and is available to customers, suppliers and employees. We also introduced a [Supplier Code of Conduct](#) and [Human Rights Policy](#) in 2024, 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.





BAUSCH + LOMB'S BOARD OF DIRECTORS AND ESG OVERSIGHT

Bausch + Lomb's Board plays an important role in instilling and advancing business conduct-related best practices at Bausch + Lomb.

Additionally, within the Bausch + Lomb Board, three Committees 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/ESG update.

Additional ESG oversight

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. As a team and as an organization, we have a *Clear Purpose*. We look forward to continued collaboration as we work to deliver sustainable growth and meaningful impact.

Select members of the Bausch + Lomb EHS+S team.



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

BOARD COMMITTEE	ESG OVERSIGHT
<b>Audit and Risk</b> Monitors and oversees the integrity of our financial reporting, compliance with our <a href="#">Code of Conduct</a> and legal requirements and our risk assessment process, including cybersecurity, regulatory and compliance risks.	Oversees our compliance and ethics programs, legal and regulatory requirements, independent auditing and the company's compliance with our Code of Conduct.
<b>Nominating and Corporate Governance</b> Nominates qualified and independent directors, recommends competencies the Board should possess and annually reviews our corporate governance approach.	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.
<b>Talent and Compensation</b> Advises the Board on executive compensation, talent management and succession planning.	Oversees human capital management programs for talent and succession planning and the processes, policies and governance related to our executive compensation practices.
<b>Science and Technology</b> 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.	

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

**Managers, Global ESG and Global Human Rights**  
In 2024, we were pleased to welcome a Manager, Global Environmental, Social and Governance and a Manager, Global Human Rights to our dedicated team of sustainability and social impact professionals.

**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.



# Cybersecurity and data privacy

Cybersecurity and data privacy are important for every organization, but especially for health care companies endowed with sensitive personal data. Bausch + Lomb must protect the information shared with us by employees, customers and patients to maintain compliance with regulations and retain stakeholder trust. Further, cyberattacks and breaches can result in the loss of confidential data, business interruptions and regulatory penalties. We employ both active and passive measures to safeguard our people, products and systems and to process the data entrusted to us in a safe and transparent manner.

Our interim Chief Information Officer and Chief Compliance & Privacy Officer continue to lead a team of cybersecurity and risk management professionals who oversee our data privacy and cybersecurity efforts. A dedicated data privacy governance structure has been established, with a Head of Global Data Privacy and Data Privacy Councils, Data Privacy Representatives and Data Privacy Champions appointed at the country level to cascade information and initiatives across the organization and ensure compliance with country requirements.

Focus groups are in place to manage topic-specific cybersecurity matters. If a potential cybersecurity threat materializes, Incident Response Teams are deployed to address the situation and assess our processes for improvement. Both the ELT and the Audit and Risk Committee of the Board oversee these functions and receive quarterly updates on our programs.

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 continue to engage with additional 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.

## HIGHLIGHT

### Global cybersecurity and data privacy policies and procedures

Bausch + Lomb maintains a set of global policies that define standards and procedures for cybersecurity and data privacy management across our value chain. In 2024, we reviewed and updated our policy set and introduced several new policies. Dedicated Standard Operating Procedures (SOPs) are implemented to focus on data privacy requirements for consideration during business activities and to manage data subjects’ rights requests. Building on our current Artificial Intelligence (AI) policy, a multidisciplinary team has developed a Responsible AI Governance Program which oversees the implementation of AI technologies within the company.

In 2024, we further enhanced our program by introducing a monitoring program and checklist as well as a dedicated data privacy platform. These tools enable the exercise of data subjects’ rights by each individual and ensure we are proactively assessing processing activities and surveilling potential risks while applying data privacy principles by design. We also expanded our capabilities around manufacturing security by deploying new monitoring technologies that identify vulnerabilities and threats within our software platforms and manufacturing networks.

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. Additionally, on a monthly basis we conduct phishing simulations and issue communications and learning exercises to maintain awareness and readiness across the business.



# Research and development

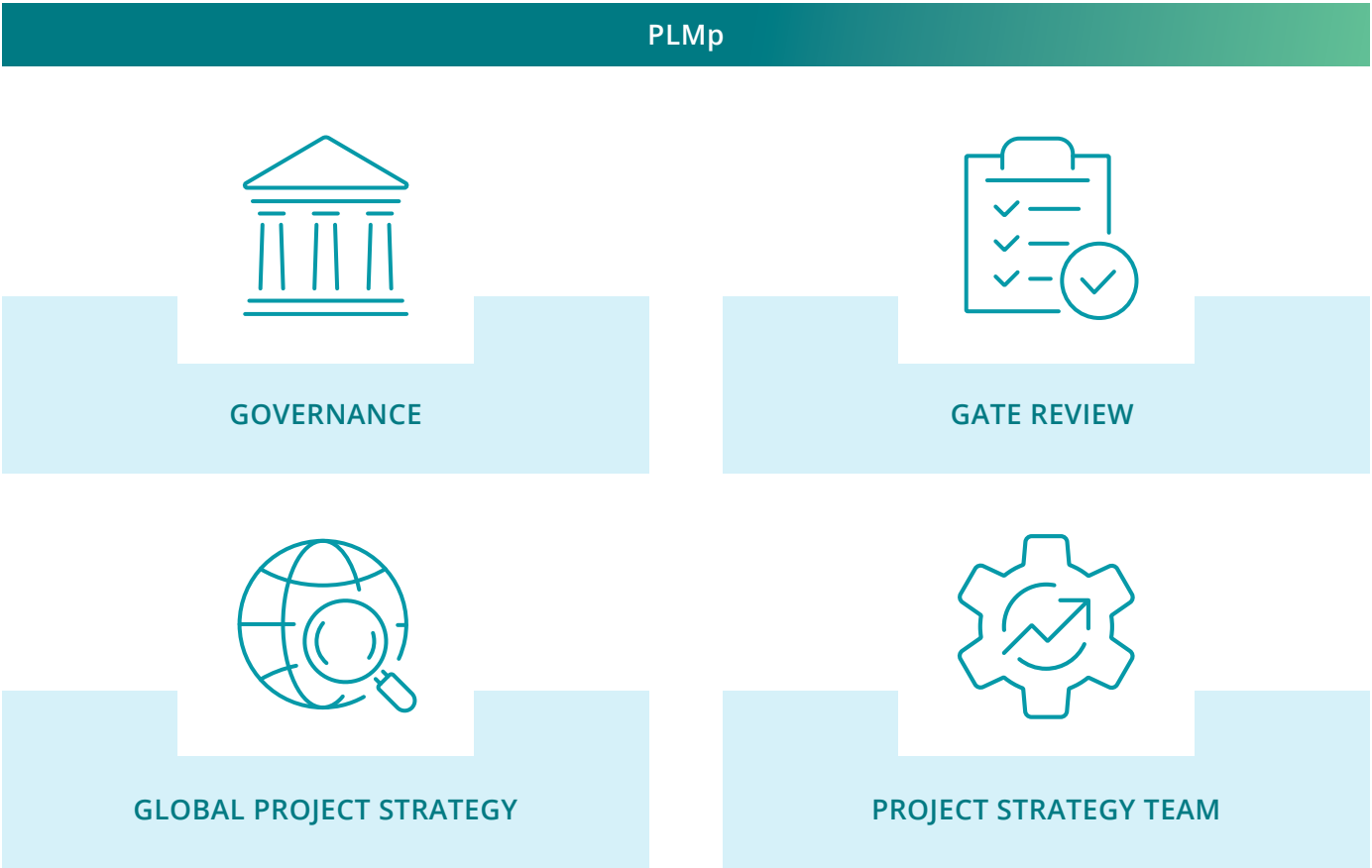
Bausch + Lomb strives to continuously bring innovative, breakthrough technologies to market to meet the diverse needs of customers and patients around the globe. R&D is essential not only to the execution of our mission — helping people see better to live better — but to the sustained growth of our company. We are driven by the opportunity to continually improve our business, our product offerings and our ability to deliver solutions that can resolve unmet needs.

R&D at Bausch + Lomb is led by the Executive Vice President of R&D and Chief Medical Officer, with business unit and functional leads responsible for developing and driving products for their specific markets. We continue to engage multidisciplinary, cross-functional teams on each of our new product development (NPD) projects, enabling us to make well-informed decisions regarding associated risks and opportunities. Governance boards, which are co-led by representatives from both our R&D and commercial functions, are in place to provide strategic direction and operational oversight while driving alignment between commercial, R&D and operations for their respective business verticals. They act as the main decision-making body for project teams, including stage gate progression and changes in strategy, budget or timeline and also have accountability for resolving conflicts that may arise.

In 2024, we revamped our R&D organization and governance by further defining roles and responsibilities, with the aim of optimizing efficiency and execution of launches. Our Project Lifecycle Management process (PLMp) and Handbook clearly outline our NPD project teams and governance boards, as well as our global project strategy and gate review process — which provides a critical

framework for structured progression of a project from inception through commercialization. Beyond our R&D project teams and governance boards, Bausch + Lomb’s full Board, the Scientific and Technology Committee and members of the ELT — including the Global Vice President, EHS+S — are engaged on a quarterly basis for an in-depth review of R&D projects.

## BAUSCH + LOMB’S PRODUCT LIFECYCLE MANAGEMENT PROCESS (PLMp)



- ### OVERALL OBJECTIVES
- 1 Create a consistent process for developing and commercializing products right the first time.
  - 2 Enable the growth of our R&D pipeline by improving productivity and predictability and throughput.
  - 3 Provide clarity about governance structure and ensure efficient and effective decision-making.
  - 4 Strengthen information sharing, accountability and transparency across our programs.





R&D performance is measured via a variety of goals and metrics. We monitor the number of products submitted, approved and launched; sales generated from products launched in the previous five years; the speed at which products reach the late stages of development; and the human and monetary capital invested in innovation, amongst other criteria. We continue to focus on improving our portfolio analytics, operating models and project management systems

R&D PERFORMANCE METRICS

~60

Active projects in pipeline across key categories

~\$343M

2024 R&D investments

~1,000

R&D employees

to better understand our most valuable products, allocate resources effectively and best serve our business, our patients and our customers.

At Bausch + Lomb, our products are our most direct route to help people see better to live better. We take great pride in our nearly 200-year history of innovation and look forward to continuing to develop new and improved solutions long into the future.

HIGHLIGHT

Key products launched and approved in 2024

Bausch + Lomb is committed to developing products and services that can address the diverse, new and unmet medical needs of our customers and patients. We are pleased to share that in 2024, we launched and received approval for a number of breakthrough solutions, some of which include:

VISION CARE

- **Crystal SiHy DD Toric Silicon Hydrogel Daily Disposable Contact Lens:** Designed for patients to help maintain ocular surface homeostasis to aid in minimizing symptoms of contact lens dryness.
- **Lacelle™ Daily:** Color lenses for markets in Korea, Singapore, Hong Kong and Taiwan. Because color lenses are a fashion business, up to three new aesthetics are designed each year to keep up with external trends.
- **Blink™ NutriTears®:** Designed to promote healthy tear production and provide relief for dry eyes by targeting the root cause of dry eye disease.<sup>[1]</sup>

SURGICAL

- **enVista Envy™ hydrophobic acrylic intraocular lens:** Implanted during cataract surgery to provide full range of vision (Distance/Intermediate/Near) in all lighting conditions.
- **enVista Aspire™ hydrophobic acrylic intraocular lens:** Implanted during cataract surgery, this monofocal lens utilizes higher order aspheric coefficients on the posterior surface to create a broader depth of focus.
- **Octavius™ customized corneal treatment:** Premium refractive procedure for the Teneo™ excimer laser utilizing patients' corneal topography data to create a customized corneal treatment approach.

[1] These statements have not been evaluated by the U.S. Food and Drug Administration (FDA). This product is not intended to diagnose, treat, cure or prevent any disease.

For more information on Bausch + Lomb's products, please see our [U.S. Product Portfolio for 2025](#).



# Supplier engagement

The ophthalmological supply chain is a niche landscape with fewer suppliers than many other industries. In turn, identifying and collaborating with responsible suppliers who share our values is incredibly important for managing reputational, regulatory, quality and sustainability risks, amongst others. Building strong relationships with a diversity of supplier partners is also critical to maintaining the supply of raw materials, components and services that keep our organization running — which prevents business interruptions and enables us to deliver products that help our customers and patients see better to live better.

Supplier engagement and management is a multifunctional responsibility at Bausch + Lomb. As of 2024, our Chief Financial Officer (CFO) oversees indirect supplier spend and our GPS organization, led by the Executive Vice President and Chief Supply Chain & Operations Officer, manages direct spend and contract manufacturing organization (CMO) spend. The CFO and GPS work collaboratively to maintain the stability of Bausch + Lomb's supply chain.

Bausch + Lomb's Procurement Policy and Supplier Management Directive govern our processes for identifying, assessing, onboarding and monitoring direct material and CMO suppliers. Our initial vendor screening process requires potential supplier partners to provide both qualitative and quantitative information pertaining to their management systems, product quality, sourcing practices, EHS+S efforts, protection of human and workers' rights and more. The supplier questionnaire is followed by an on-site audit, and once selected and onboarded, we routinely monitor our suppliers' performance in key areas, including cost, quality and timeliness, as well as their adherence to ethical and sustainable business practices. For many suppliers, these criteria are assessed via performance scorecards on a monthly basis as part of our Supplier Relationship Management Program. Leadership is provided with a consolidated update on the results of the scorecards on a quarterly basis.







Bausch + Lomb's Codes of Conduct and policies are another key component of our approach to supplier engagement. Our Business Ethics Hotline is available to all suppliers to report any grievances.

#### Human Rights Policy [↗](#)

Launched in 2024; further details our expectation that suppliers should adhere to human rights standards and regulations including the principles of fair working conditions and non-discrimination.

#### Supplier Code of Conduct [↗](#)

Launched in 2024; specifies our values and expectations.

#### 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 to respecting human rights throughout our business activities globally, 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.

#### HIGHLIGHT

### Introducing our vendor risk management program

In 2024, as part of our preparation for compliance with the German Supply Chain Due Diligence Act, Bausch + Lomb implemented a vendor risk management (VRM) program for all direct material and CMO suppliers. Rolling out the VRM program required suppliers to complete a detailed questionnaire regarding their practices around environmental protection, human and labor rights, health and safety and supply chain responsibility. This process will support us in proactively assessing potential risks with our suppliers. We are looking forward to consolidating and assessing the responses to better understand potential areas of future focus.





# ENVIRONMENT

## Global governance, principles and policies

Bausch + Lomb continues to place 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, too. 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.

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.



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. In 2024, we also 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.

Fuel, Energy, Water and Waste (internally referred to as FEWW) continue to be significant areas of focus for the EHS+S team and each of our facilities. Annually, every site has a goal to reduce one of our FEWW metrics by 10% and is also encouraged to develop signature sustainability initiatives that will deliver operational, environmental and community value. We track our performance against these objectives and monitor additional key metrics via our centralized EHS+S data management system. In 2024, we again enhanced this system to further strengthen our global sustainability data reporting capabilities. We look forward to continuing to leverage and improve our systems, people and policies to enable efficiencies for our business and benefits for our planet.



**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.

Audits will typically be conducted every three years, but the schedule may be adjusted based on risk or business needs. In 2024, internal EHS+S audits were conducted at six Bausch + Lomb sites.



# Energy and climate change

2024 was a year of significant progress for Bausch + Lomb’s climate change-related efforts and strategy. While we continued to work towards reducing GHG emissions across our business through renewable energy and energy efficiency initiatives, we also partnered with a third party to develop a global decarbonization strategy and set a Net Zero target. We are extremely proud to announce our goal and supporting strategy, for which details are available in the highlight story at right.

As we prepare to begin implementing our decarbonization strategy, we have maintained existing efforts to promote sustainable energy practices throughout the organization. Solar arrays at our Munich, Germany; Aubenas, France; Warsaw, Poland; and Rochester, New York, locations continue to generate and supply renewable energy to these sites. In 2024, Bausch + Lomb’s total on-site solar generation was 6.53 terajoules. We also completed construction of a second combined heat and power plant at our Waterford, Ireland, location.

HIGHLIGHT

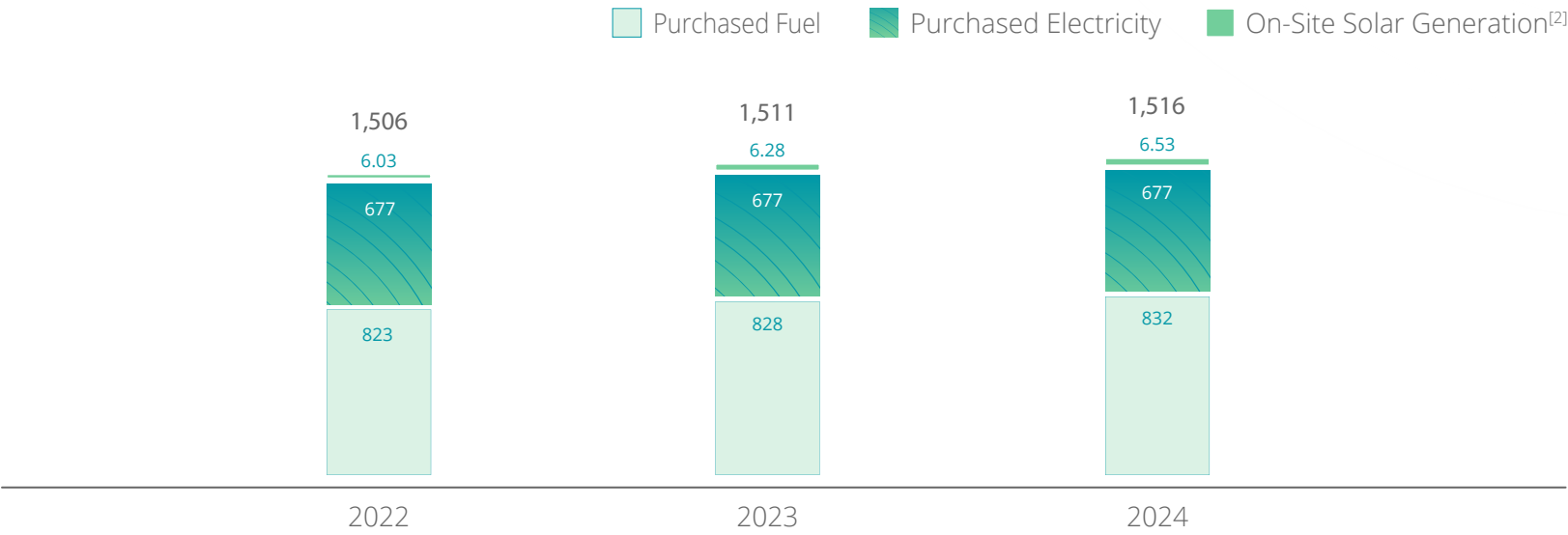
## Announcing Bausch + Lomb’s decarbonization strategy

In 2024, Bausch + Lomb took action to combat the future growth of our emissions by conducting a climate risk scenario analysis and developing a global decarbonization strategy. These efforts will support our compliance with the EU’s CSRD and other sustainability reporting regulations while also providing our investors, customers and other stakeholders information about our commitments to reducing our emissions and impacts.

**We are proud to announce we have committed to a “Net Zero by 2050” strategy and identified a decarbonization pathway to achieve a reduction of 93% of Scope 1 and Scope 2 emissions with the balance achieved through neutralization.**

In the near-term, we expect to implement quick wins such as deploying energy efficiency initiatives that require no or minimal capital investment. Examples include changing setpoint temperature of chillers, compressed air upgrades, insulation on heating and chilling equipment and heat recovery. The majority of decarbonization initiatives are slated to be implemented in the medium- to long-term. These high-priority decarbonization initiatives include Renewable Power Purchase Agreements (PPAs/VPPAs), implementation of developing technologies and expansion of on-site solar generation systems. We are looking forward to initiating our strategy and reporting on our future progress.

ENERGY CONSUMPTION (TERAJOULES)<sup>[1]</sup>



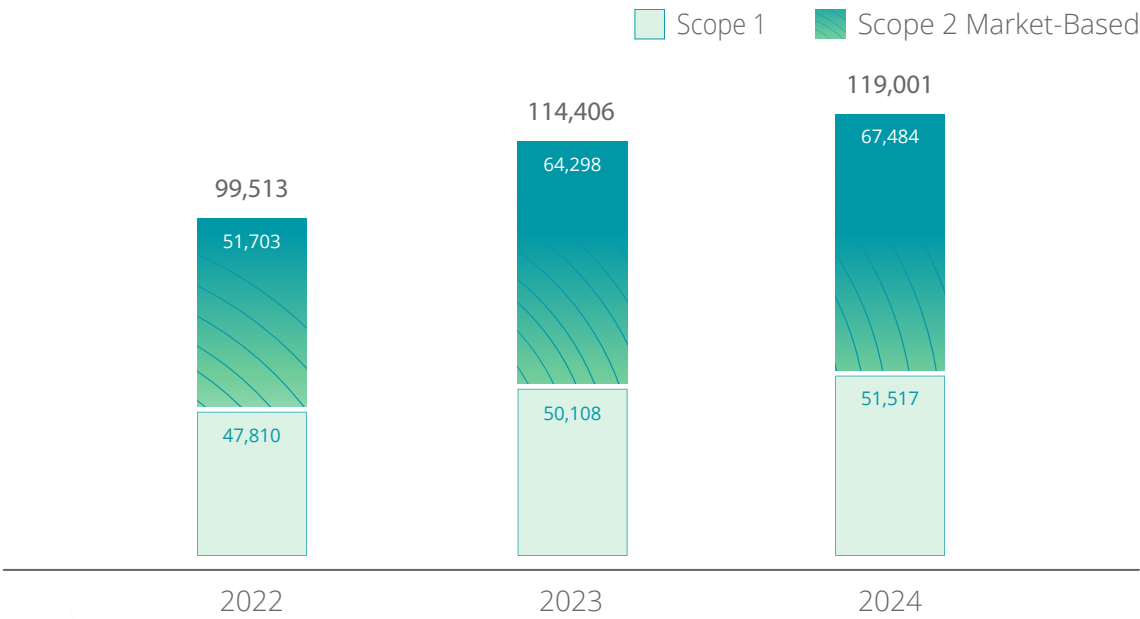
[1] Please see details of 2022 and 2023 data restatements on [p. 53](#) of the Appendix.

[2] Bausch + Lomb consumes 100% of solar energy generated on-site.



We continue to enhance our capabilities for tracking, measuring and disclosing our Scope 1, 2 and 3 GHG emissions as well as other pertinent climate-related data. In 2024, we have again disclosed details of our energy consumption and Scope 1 and 2 GHG emissions to CDP and in the [Data Tables](#) of our annual Sustainability Impact Report. We also conducted an assessment of potentially relevant Scope 3 emissions categories in preparation for future compliance with GHG disclosure requirements. In the U.K., we disclosed Scope 1, 2 and 3 emissions as part of our U.K. specific [Carbon Reduction Plan](#). We are enthusiastic about driving further transparency and progress as we begin to implement our global decarbonization strategy in the near future.

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



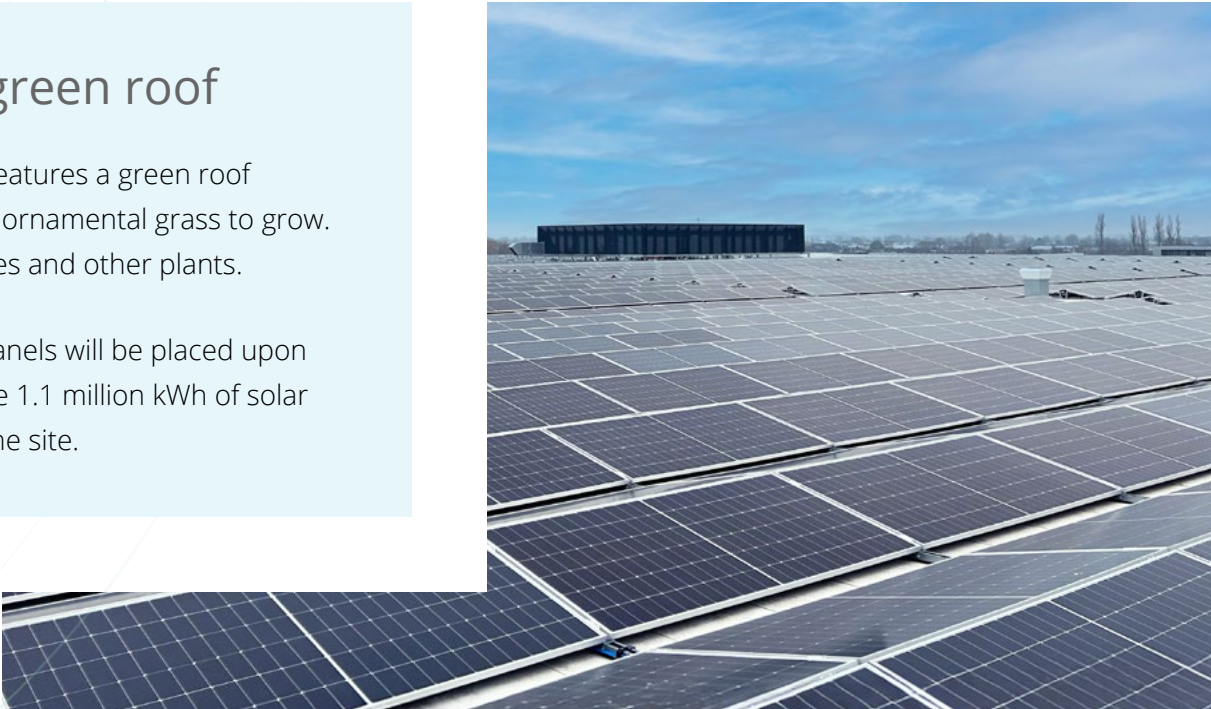
[1] Please see details of 2022 and 2023 data restatements on [pp. 54–55](#) of the Appendix.

HIGHLIGHT

### Amsterdam Logistics Centre green roof

Bausch + Lomb's newest facility in the Netherlands features a green roof completely covered with planters along the edge for ornamental grass to grow. The side of the building also contains a mesh for vines and other plants.

In addition to greenery, approximately 2,200 solar panels will be placed upon the roof. These solar panels are expected to produce 1.1 million kWh of solar energy, covering 42% of electricity consumption at the site.





# Resource use and circular economy

## RESOURCE INFLOWS

Bausch + Lomb depends upon a variety of resources to manufacture and bring to market our lens, pharmaceutical and surgical products and packaging. Such resources include the raw materials, property and equipment utilized in our operations and upstream value chain. As we continue on our sustainability journey, we are eager to better understand and mitigate negative impacts of our resource consumption on communities and the environment.

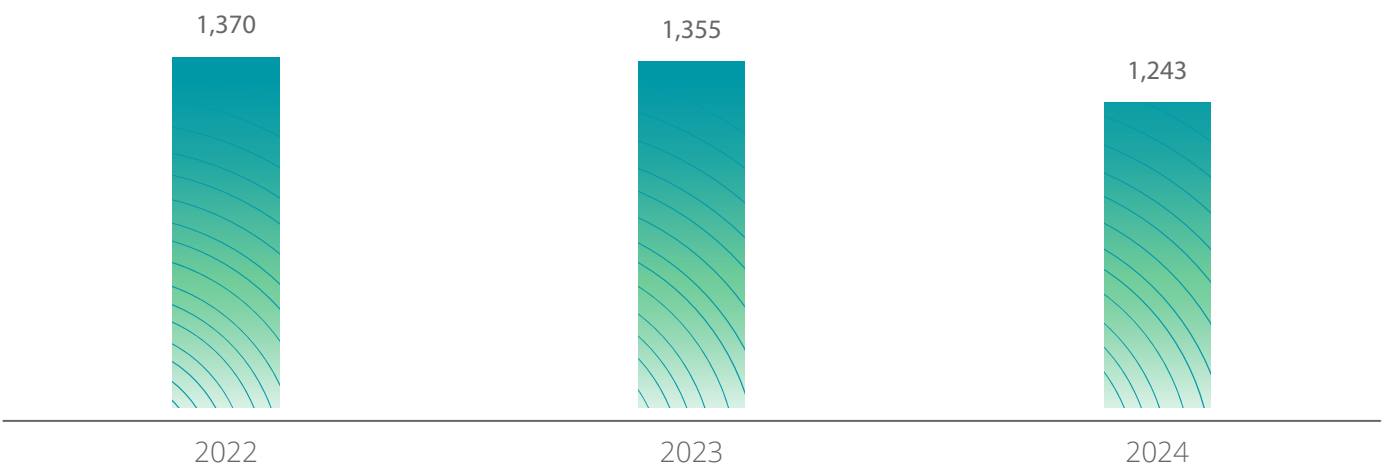
Beginning with R&D, Bausch + Lomb strives to integrate sustainability considerations when identifying the materials and processes required to create our products. For each of our R&D projects, governance boards are in place to review new products and participate in our stage gate process. These boards help us identify ways we can design and develop products that are more environmentally friendly in their manufacturing, packaging and end-use.

We also assess environmental factors as part of our sourcing and supplier selection procedures. Historically, new direct material suppliers have been required to report on their efforts to manage energy, water, waste, sustainable procurement, sustainable

design and external EHS+S certifications, among other criteria. At present, CMO suppliers are now also required to report on these criteria. We also conduct audits of our direct material and CMO suppliers at the start of a new partnership and as needed to drive alignment with our standards and expectations. In 2024, stemming from our work to comply with the German Supply Chain Due Diligence Act, we conducted a comprehensive data collection and analysis effort across all our global suppliers. The information obtained will help us understand where we have opportunities to further improve upon the environmental factors considered as part of our sourcing process. Additional details on how we evaluate and partner with our suppliers are available in the [Supplier engagement](#) section of this report.

Water is a key resource utilized in our production processes and products. As part of our desire to promote responsible resource use and management, we implement a number of initiatives to reduce water consumption and enable water reuse across the organization. At our Waterford facility, Bausch + Lomb leverages the Veolia Marco Porous Polymer Extraction (MPPE) system for treating isopropyl alcohol. MPPE is a highly effective and fully automated method of removing dissolved and dispersed hydrocarbons from water. Through the MPPE process, solvent-contaminated water is passed through the column packed with MPPE particles to create purified water, which can be reused to reduce waste.

WATER WITHDRAWAL (MEGALITERS)<sup>[1]</sup>



[1] Please see details of 2022 and 2023 data restatements on [p. 55](#) of the Appendix.





RESOURCE OUTFLOWS

The products, materials and waste resulting from Bausch + Lomb's production processes and product use are just as important as the resources that go into them. We are enthusiastic about identifying ways for Bausch + Lomb to contribute to a circular economy, such as reusing and recycling materials in our operations and increasing the recyclability of our products and packaging.

Bausch + Lomb's ISO 14001: 2015 certifications and EMAS Environmental Management Systems, along with our UL2799 Zero Waste to Landfill commitments, reflect our dedication to material and waste reduction efforts within our operations. In addition to actively promoting recycling at our sites, we strive to identify new and additional ways to reduce and responsibly manage waste. Some examples of material and waste reduction and recycling efforts from 2024 at our Rochester site include:

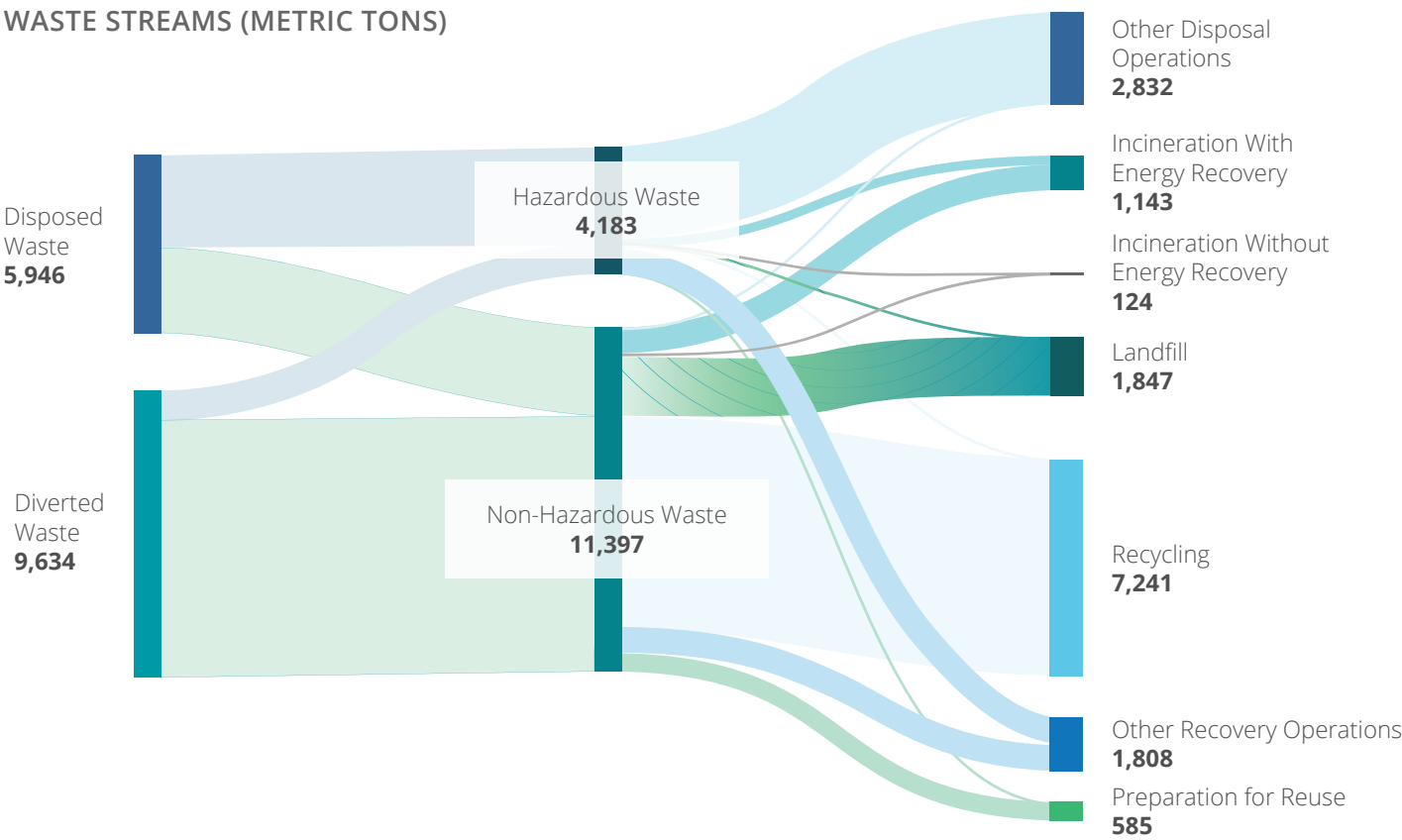
- A monomer waste reduction project resulted in a reduction of over 200 liters, or 64%, of monomer waste over twelve months — which equates to a cost reduction of \$110,000 per line per year.
- A contact lens yield improvement project prevented the rejection of over 500,000 lenses in twelve months. Preventing rejection means that the equipment use, energy consumption, staffing effort and raw materials required for the lenses were not wasted. When adjusting for rest-of-process yield, over 415,000 additional contact lenses were enabled to be packaged.
- The Rochester facility's certified Gold Operations under UL2799 Zero Waste to Landfill was validated in 2024 with 96% diversion from landfill and 3% Thermal Processing with Energy Recovery.

HIGHLIGHT

PreserVision AREDS 2 vegan soft gels —  
A case for resource preservation

Bausch + Lomb's PreserVision AREDS 2 vegan soft gels, launching in 2025, are a strong example of our efforts to reduce both product and packaging waste. PreserVision AREDS 2 vegan soft gels are made with plant-based gelatin, making the product vegan and more resistant to melting at higher temperatures when shipped to homes — which eliminates waste from product returns. Further, the product will be sold exclusively online, which eliminates the need for the outer carton that is traditionally preferred by consumers in brick-and-mortar stores for important product and labeling information as well as tamper evident features for safety. For products designed for ecommerce, this critical labeling information is available to consumers online, with required supplement facts still included on the bottle label itself. The PreserVision AREDS 2 vegan soft gels serves as an exciting case for potentially eliminating additional outer cartons on other Stock Keeping Units in the future.

WASTE STREAMS (METRIC TONS)





Plastics used in our production processes and in our products (such as disposable contact lenses) continue to be an important area of focus for Bausch + Lomb. In the majority of our products, we must use virgin plastic due to health and safety regulations. In 2024, we conducted an internally-managed product life cycle assessment (LCA) of our contact lenses. This effort helped us to better understand the environmental impacts across the life cycle of these products as well as options for improvement going forward — including our use of plastics.

We are aware that Bausch + Lomb product packaging is a relevant source of waste generation to our stakeholders, and we are working to address this. For example, we continue to focus on reducing printed Instructions for Use (IFUs) for certain products and replacing them with electronic IFUs (e-IFUs). In 2024, Bausch + Lomb introduced the EnVista Trifocal IOL with e-IFUs including QR codes and URLs to point stakeholders to relevant websites where labeling information may be obtained. As the regulatory environment around packaging waste has evolved, Bausch + Lomb has been working to collect additional data on our packaging impacts to inform future packaging design improvements.

HIGHLIGHT

# Contact lens LCA

In our pursuit to develop more sustainable products — products with lower environmental and supply chain impacts — we conducted a LCA of a subset of commercialized contact lenses and contact lenses that are being developed.

The study aimed to guide sustainable product development, enhance environmental transparency and affirm our commitment to environmental stewardship by assessing the environmental impacts of products being manufactured or under development at our Rochester and Waterford facilities.

This study serves as a foundational step in identifying and quantifying environmental impacts across the life cycle of the products and sets a benchmark for ongoing improvement and innovation in sustainability practices within the company and the industry.

This study aims to:



**Gain insights:** Understand the environmental impacts associated with the selected products of Bausch + Lomb, to help identify areas for improvement.



**Guide decisions:** Utilize the LCA results to inform product development, material selection and manufacturing processes, with a priority on environmental sustainability.



**Drive innovation:** Compare existing products with those in development to identify opportunities for creating more environmentally friendly solutions.



**Inform reporting:** Utilize the study findings to transparently communicate with stakeholders about the company's environmental performance and progress towards sustainability goals.



**Promote environmental responsibility:** Demonstrate a commitment to leadership in eye health and corporate environmental responsibility.

Using two standards as guidance, the *GHG Protocol Product Life Cycle Accounting and Reporting Standard* and *ISO 14044:2006 Environmental Management — Life cycle assessment — Requirements and guidelines*, the impact categories considered included: acidification, ecotoxicity, eutrophication, ionizing radiation, material resources: metals/mineral, particulate matters, human toxicity, land-use, ozone depletion and photochemical oxidant formation. Major impact categories considered included: climate change (GHG emissions), energy, water, plastics and waste.

The study provided us with key recommendations and considerations for making changes to our products currently in development. We intend to re-run this study once selected recommendations are implemented during product development. We will then be able to compare the improved new products to our current products in the market and potentially establish an Environmental Declaration that our new contact lenses are more sustainable — as the data and impact categories will demonstrate.



## Bausch + Lomb's signature recycling programs

Bausch + Lomb continues to run our signature ONE by ONE and Biotrue® Eye Care recycling programs to keep recyclable products and packaging out of the environment. As of November 2024, these award-winning programs have collected a total of 94,119,275 units,<sup>[1]</sup> or 569,743 pounds, of used contact lenses, eye care and lens care materials in the United States. We maintain a similar contact lens recycling program in Canada called Every Contact Counts. All three programs are made possible through a collaboration with TerraCycle®, a world leader in the collection and recycling of hard-to-recycle waste.

### ABOUT THE ONE BY ONE RECYCLING PROGRAM

The Bausch + Lomb ONE by ONE Recycling program is the first and only contact lens recycling program in the United States. This program collects used contact lenses, top foils and opened plastic blister packs from any brand and is available to contact lens wearers and eye care professionals. To participate, contact lens wearers can bring their used contact lenses and packaging to official ONE

by ONE eye care practice recycling locations, which collect the used materials in a custom recycling bin provided by Bausch + Lomb. Once the bin is filled, the optometry practice ships the materials using a Bausch + Lomb pre-paid shipping label to TerraCycle®, where it is cleaned and melted into hard plastic pellets that can be used to make new recycled products.

[ONE by ONE Recycling program](#)

*Since the programs' inception, Bausch + Lomb has collected more than 94 million units of contact lenses, lens care and eye care materials through the ONE By ONE and Biotrue® Eye Care Recycling Programs.*

[1] Estimated based on weight.

### ABOUT THE BIOTRUE® EYE CARE RECYCLING PROGRAM

The Bausch + Lomb Biotrue® Eye Care Recycling program is the first and only eye care and lens care recycling program in the United States. This program allows consumers who participate to properly recycle all brands of their eye drop single dose units, lens cases and lens solution caps, as well as all Biotrue®-branded eye drops bottles. Once consumers collect these items, they can be mailed to TerraCycle® using a pre-paid shipping label. When the waste arrives at the TerraCycle® facility, it is cleaned and melted into hard plastic pellets that can be used to make new recycled products.

[Biotrue® Eye Care Recycling program](#)



Our Bausch + Lomb ONE by ONE and Biotrue® Eye Care Recycling Programs in the United States have been awarded Gold in the “Most Environmentally Friendly Service of the Year” category at the Best in Biz Awards 2024. This marks the fourth time our recycling programs have received this prestigious recognition.

*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.*



*TerraCycle® processes the used contact lenses collected through Bausch + Lomb's recycling programs into upcycled products, such as these benches at our Rochester location. Approximately 18,000 contact lens' blisters/foils are utilized for the construction of each bench.*





# 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 pertinent 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.

Our EHS+S organization continues to oversee the company's health and safety programs. Our performance is reviewed by executive leaders on a weekly basis, while management level meetings are held monthly to discuss incidents across our global business units, and the Board of Directors receives routine health and safety reports. Sites are supported by EHS+S resources including EHS+S managers and Occupational Health Nurses. In addition to our EHS+S staff, employees are also guided by over 30 corporate EHS+S policies and standards outlining company procedures on preventing, auditing, reporting and responding to health and safety issues.

*Monthly, Bausch + Lomb EHS+S managers discuss incidents that occurred within their respective business units, focusing on cases with similarities across the company. Sharing this information across sites and business units allows the EHS+S team to identify and implement corrective measures relevant to all sites' health and safety needs.*



In addition to our regular cadence of health and safety performance reviews and discussions, we utilize a tier reporting process at all manufacturing and logistics sites. Our Tier I team members starting their shifts can see safety information from the previous shift on our physical Tier Boards. This information is further shared with additional tiers, including supervisors, line leaders and managers. Once a month, tier reporting is reviewed at the leadership team level. By reviewing the dashboards on a shift by shift and monthly basis, our teams can identify ways to protect our people and improve our programs in both the near- and longer-term.

Beyond our physical Tier Boards, in 2024, Bausch + Lomb launched digital dashboards for site-level EHS+S data, which provide daily updates on metrics such as Days Away from Work Rate (DAR), open investigations and actions to be completed. Each morning, the dashboards update based on recent incidents and monthly hours

# 14 sites

**conducted employee health fairs in 2024, with over 30 vendors at each location.**

HIGHLIGHT

## Measuring and sharing safety behaviors

Over the past year, our site in Greenville, South Carolina, developed a phone app in partnership with a third party to support safety observation reporting. The app teaches and enables efficient and effective reporting of both positive and negative peer behaviors. When an observation is entered into the app, the app will provide immediate suggestions and will elevate the observation to management as needed. The entries feed directly into our Microsoft Power BI to support tracking of key issues, which is enabled by the app's ability to categorize behaviors.

Overall, this technology encourages easy reporting of safety observations and helps employees to be honest and accurate when analyzing fellow colleagues' actions, with the aim to avoid behaviors that have caused injuries in the past and recognize best practices. The Greenville site displays these observations for all employees to see and learn from the results.

worked. The dashboards offer our teams a quick view of our performance while also providing the ability to develop detailed reports when additional information is desired. Dashboard data is also reviewed at our monthly management meetings.

In recent years, Bausch + Lomb has focused on enhancing our companywide safety observation program. We executed a campaign focused on increasing near miss reporting, completing appropriate documentation and addressing near misses and incidents via corrective and preventative measures. Following the campaign, we saw an increase in safety observation and near miss reporting, reflecting the effectiveness of our efforts.



Engaging employees in health and safety programming is an essential part of maintaining a strong safety culture. As of 2024, upgrades to our health and safety management system enable us to cascade policies, procedures and standards to our employees at all levels of the organization in a formalized manner based on their role. In turn, employees receive training on these documents and are required to sign off on them in our learning management system. In addition to participating in Bausch + Lomb sponsored trainings, employees must also comply with mandatory training requirements established by the countries in which we operate. In 2024, 98% of our manufacturing and distribution employees in GPS completed health and safety training applicable to their job responsibilities, and 80% of all employees, inclusive of GPS employees, completed training on health and safety-related topics.

To monitor and evaluate our health and safety performance, we maintain both company-wide and site-specific goals and key metrics. Annually, we identify enterprise-wide areas of focus, for which each site develops specific goals tailored to its individual context. At the company level, we continue to work towards a Not-to-Exceed DAR goal of 6, which we achieved in 2024 with a corporate DAR result of 4.9. For additional health and safety metrics and data, please see the [GRI Index](#) and [Data Tables](#) included in the Appendix of this report.



# Talent attraction, engagement, retention and development

## TALENT ATTRACTION, ENGAGEMENT 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 to nurture a high-performance culture where our employees can contribute fully to our collective mission.

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 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 for us to be proactive in our approach to attracting, engaging and retaining top talent.

Through our talent attraction and acquisition efforts, we aim to build teams that can execute our company strategy and mission. In addition to our internal functions, we also leverage a third-party partner to expand and enhance our recruitment initiatives and our reach, both within the United States and internationally. In 2024, our partner assisted our team with activities such as key talent acquisition metrics tracking, data analysis and employee branding efforts.

Bausch + Lomb continues to host career fairs and other community engagements as a key component of our recruitment strategy. In 2024, we hosted multiple career fairs. In Rochester, we collaborated with the Rochester Institute of Technology for an event that encouraged students in the science, technology, engineering and mathematics (STEM) fields to apply for employment opportunities with Bausch + Lomb.

### HIGHLIGHT

## Summer internship program

During the summer of 2024, Bausch + Lomb hosted over 50 paid internships in a multitude of disciplines, ranging from Marketing, Finance, Information Technology, R&D, Operations, Quality and Supply Chain. The internship program lasted for eight weeks and took place across five of our locations in the United States. It provided interns with valuable, real-life experience through meaningful and challenging projects. Additionally, interns engaged in networking, training and social events throughout the summer. Some highlights included discussions with executive leaders, workshops on artificial intelligence and financial literacy and sessions focused on learning about Bausch + Lomb products. The program concluded with a presentation to the management team of the host department and other guests, highlighting what they accomplished and learned during the internship experience. This time also allows the interns' managers to celebrate and recognize the interns' contributions.





## Your voice matters — 2024 global employee engagement survey

We seek feedback from the workforce on a regular basis through employee engagement surveys, which measure employee satisfaction in areas such as collaboration and teamwork, workplace conditions and workload and flexibility, amongst others.

We are proud to report that in 2024, 83% of Bausch + Lomb employees participated in the Your Voice Matters Global Employee Engagement Survey, representing an increase of 6% from participation in our 2022 survey and surpassing industry standards. Through responses from over 10,000 employees, we noticed increases in employee sentiment around efficiency, senior leadership, talent management and career development. Upon receiving the survey results, learnings were shared with the Talent and Compensation Committee, the ELT and respective business leaders. Subsequently, we conducted town hall meetings across the organization to allow various business units to communicate the findings and implement action plans where needed across the company.

Since our current workforce has the best understanding of what it is like to work at Bausch + Lomb, we are proud to offer opportunities for our employees to participate in the recruitment process. We offer an employment referral program to encourage employees to refer people within their network to apply for jobs, with recognition provided to the referring employee if their connection is hired. In addition, we display

referral billboards on screens in company spaces with QR codes and instructions for referring qualified candidates.

At Bausch + Lomb, we believe engagement and retention go hand in hand. We utilize various tools to engage with our colleagues and ensure they feel seen, heard and appreciated. One of the primary mechanisms we utilize to both drive and improve



## The View

*Your weekly update on what's happening at Bausch + Lomb*

engagement is our Global Employee Engagement Survey, which is titled “Your Voice Matters.” Our most recent survey was conducted in 2024, and we are pleased to share additional details and results of this effort in the highlight story featured at left.

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. Communications are yet another key pillar of our approach to employee engagement, and in 2024 we began distributing a weekly newsletter, “The View,” with examples of global engagement activities to improve awareness and cultivate a sense of connection across the business.

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.

### LEARNING AND DEVELOPMENT

Learning and development programs at Bausch + Lomb focus on building skills that will 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 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.



#### HIGHLIGHT

## Introducing our new performance management system

In 2024, Bausch + Lomb launched a new global performance management program focused on the power of our people and the way we work. The new system aims to instill greater accountability through goal setting, mid-year and year-end coaching and feedback and also supports consistency and alignment on performance ratings across the organization. Employees are now able to consolidate their goals, self-assessments and management assessments into one platform, whereas our previous approach differed across business units and geographies. With the new system, employees and managers can monitor progress in real-time. We are excited to see how the platform continues to improve the employee experience in 2025 and beyond.

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 development guide, which outlines elective actions, activities and workshops connected to our core competencies that our employees can consider as part of their ongoing development and growth. Over the last year, we 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 the platform, we are able to track metrics such as participation and duration required for completion. Additionally, employees can select trainings that will enable growth experiences catered to their individual professional goals and career interests.

### WORKING CONDITIONS

Bausch + Lomb considers the working conditions of employees to be an important component of our approach to talent attraction, engagement and 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 HR 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.

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 or compensation, benefits and working conditions in accordance with local laws, International Labor Organization standards, collective agreements and/or industry benchmarks. We are proud to offer competitive compensation and benefits packages, which include generous 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.

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





# 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 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 in the process of digitizing, modernizing and simplifying the QMS, with the aim 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 2024, 70% of inspections resulted in zero observations, with none being 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. Auditing is also required as part of our ISO 13485 compliance at certain sites.

100%

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



Bausch + Lomb establishes annual Quality Performance Indicators (QPIs) for our manufacturing sites to monitor product quality and safety as well as compliance with applicable regulatory requirements. These QPIs are updated on a yearly basis to align with our corporate strategy, taking into account results from the previous year to identify the most relevant indicators for the next year. In 2024, we expanded the QPI program to include the quality and compliance performance of our contract manufacturers. While external manufacturing performance at our CMOs has always been monitored and managed, extending our internal QPIs to external sites helps us to establish consistency and to hold these sites to our same high standards. In addition, we routinely report on both internal and external manufacturing site performance to our leadership.

In recent years, the availability 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. Though counterfeit materials are not a Bausch + Lomb product, we strive to protect consumers from purchasing misleading and mislabeled counterfeit products that have not met our standards for product quality and safety.

#### HIGHLIGHT

## Transitioning to electronic records for sustainability and quality

Bausch + Lomb strives to incorporate sustainable practices across our business. Recently, various sites have been transitioning to electronic files for record keeping as part of these efforts. Using electronic records reduces paper usage while allowing us to easily update instructions or correct errors through the digital files.

At our Waterford and Rochester sites, our employees use electronic batch records (EBR) and electronic device history records (EDHR) instead of paper documentation. The process of moving from physical to electronic files has resulted in reductions in instances of nonconformance and noncompliance. Additionally, employees note that more information is reviewed in real time, avoiding various errors typically made on paper.

We look forward to transitioning to electronic records at additional sites across the company.

*Bausch + Lomb has saved 4,393,340 pages annually by using electronic records. Using 20lb copy paper, this equates to 43,933 pounds of paper saved.*



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.



*Within the United States, Bausch + Lomb has pledged that the average annual prices for our branded prescription medicines will rise by no more than single-digit percentages. In 2024, there were no price increases on any branded products in the U.S. consumer business.*



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 a 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. Our Blink NutriTears over-the-counter supplement is designed to target the root causes of dry eye disease and promote healthy tear production. We understand that many consumers are looking for options other than eye drops, and we are thrilled to introduce a nutritional supplement that may help the approximately 150 million adults who experience symptoms of dry eyes in the United States to hydrate their eyes and obtain long-lasting relief.<sup>[1]</sup>

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

HIGHLIGHT

## Amplifying physician-patient relationships and access through a streamlined platform

Ensuring consumer access includes equipping physicians with the proper information and medications to support their patients. In 2024, we developed a tool to help eye care professionals (ECPs) streamline their practices, allowing them to spend more time with their patients. Using the Opal™ digital platform, ECPs can quickly and conveniently purchase products to save staff time, boost patient loyalty and reduce the administrative burden for participating eye care practices.

In addition to simplifying the physician process, Opal also provides a one-stop shop for patients to place orders, track them and use reward points. Patients can easily view prices and order their prescriptions directly from their trusted eye care professionals, avoiding the risks of hidden costs or counterfeit products. While the platform currently includes contact lenses, we plan to add other over-the-counter products within the first year of its launch to continue supporting the evolving needs of both physicians and patients.



**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.

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.

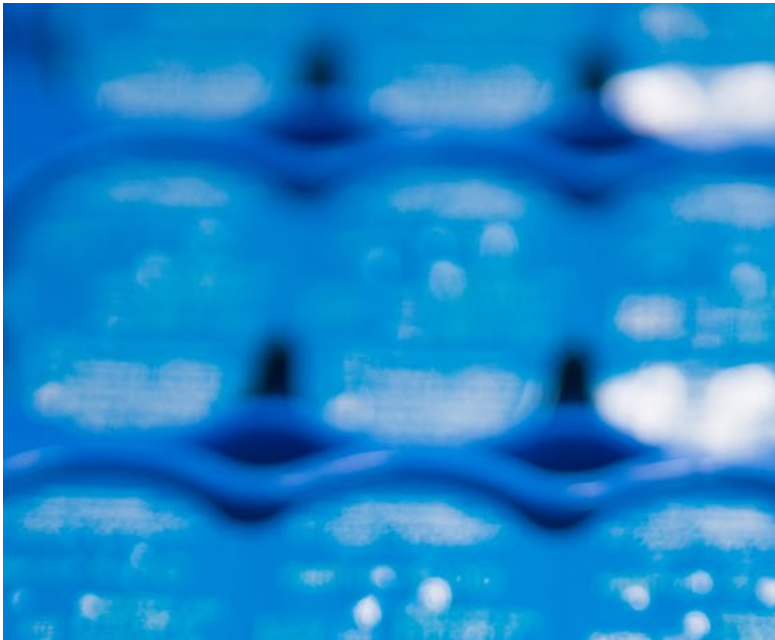
Starting with product development, we dedicate time to ensuring our products themselves have been risk assessed and are safe to market. To avoid generating misinformation or inaccurate product labels, we maintain internal processes that include multiple touchpoints for our team members to review labels 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, respectively, and 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 where their technology needs are through 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.



# Communities

For more than 170 years, Bausch + Lomb has positively impacted communities around the world through products and services, employment opportunities, philanthropic partnerships, awareness raising initiatives and our longstanding commitment to EHS+S. The global, wide-reaching nature of our business and activities uniquely enables us to engage with a diverse array of stakeholders and communities, including the cities and towns where we operate, eyecare professionals, patients, consumers, employees, their families and others. Through numerous efforts, we strive to be a positive presence amongst the communities in which we live, work and collaborate.

*In 2024, the Bausch Foundation donated \$528,240 to philanthropic and community causes.*



## THE BAUSCH FOUNDATION

The Bausch Foundation is one of the primary instruments we utilize to support our communities. The 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. To ensure our philanthropic efforts align with our values, designated areas of focus and relevant regulations, our Chief Ethics & Compliance Officer works with an Advisory Committee to manage Bausch Foundation activities.

### PRODUCT DONATION

Beyond monetary donations to community causes, Bausch + Lomb also partners with Medicine for All People (MAP) International to bring medical products to vulnerable people all over the world. In 2024, more than 45,000 units of Bausch + Lomb product valuing more than \$13 million USD were donated.

We also donate to the Lions Club International Recycle for Sight Program, which collects, cleans, neutralizes and designates the prescription of used eyeglasses in order to store and package them for distribution to needy groups and individuals throughout the world. We are proud to contribute to their efforts to provide eyeglasses for those in need.

## HIGHLIGHT

### Hurricane relief

In the aftermath of Hurricanes Helene and Milton in the fall of 2024, the Bausch + Lomb Foundation donated \$10,000 to the United Way and matched 100+ generous employee contributions — together raising more than \$26,000. The funds were distributed through United Way chapters in areas impacted by the hurricanes to help those in need, including many Bausch + Lomb colleagues.

Beyond the support of the Foundation, we also implemented additional programs to support colleagues and their families affected by the storms, including:

- Closing facilities in the path of the storms so employees could prepare and remain safe while attending to their families and homes. We paid all employees for the days we closed based on their assigned work schedule.
- Once facilities reopened, we provided employees with access to use on-site amenities and power. Additionally, we set up computers and printers to file claims and print important documents to aid in their recovery.
- Food vouchers were offered to employees in communities who lost power, and as a result, lost food stored in their homes.
- We provided local support through our HR representatives, managers and 24/7 resources including our Employee Assistance Program.



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.



St. Louis, Missouri

Annually, employees in the St. Louis area collect food and supplies for USO Missouri, an organization that services active, reserve and National Guard military members and their families.



Waterford

In Waterford, employees placed a Christmas tree on site with homemade decorations featuring gift requests from children in need. Employees take a decoration and purchase the noted gifts, a tradition which has been running for more than 10 years.



Tampa

For the second year, the Bausch + Lomb team in Tampa hosted seniors from Armwood High School in partnership with The Future Career Academy. Through presentations and tours, employees offered students a view of the daily life of a Bausch + Lomb employee and the opportunities that exist for career advancement, tuition reimbursement and competitive benefits.

**AWARENESS RAISING**

Bausch + Lomb strives to raise awareness around eye-related medical conditions to help both professionals and individuals better tend to eye health. Recently, we ran a campaign of which we are particularly proud.

To help raise awareness of dry eye, a prevalent yet under-appreciated eye health condition, Bausch + Lomb launched a multi-month awareness campaign in 2024. With content being informed by results from a robust consumer and ECP State of Dry Eye survey, the campaign launched in July during Dry Eye Awareness Month and ran through the end of the year. This high-profile campaign included earned media placements, social media posts and leveraging online influencers, including actress Julie Bowen, to further amplify the information and the launch of a dedicated website, [Know Your Dry Eye](#). The campaign wrapped up with an event at the iconic Exosphere in Las Vegas, Nevada, during the Vision Expo West conference. During the event, Bausch + Lomb activated the world’s largest LED screen at the Exosphere, featuring an up-close video of a real eye with dry eye symptoms. This highly successful awareness campaign resulted in more than 35 earned media placements, over 1 million targeted engagements on social media and reached more than 15 million individuals.

**RESPONSIBLE RESOURCE USE AND WASTE MANAGEMENT**

Protecting and preserving the places where we live, work and play is another significant way Bausch + Lomb strives to make a positive impact on the environment and our communities. Through our EHS+S programs, which are described in detail in the [Environment](#) section of this report, we strive to minimize the impacts of our resource use, waste generation, energy consumption and associated GHG emissions on our business, our communities and the natural environment. In 2024, we committed to achieving net zero emissions by 2050. We aim to drastically reduce GHG emissions to the atmosphere and mitigate our contributions to climate change and the many impacts it can have on human and natural habitats. We also practice responsible waste management and have implemented recycling initiatives aimed at protecting the environment and our communities against pollution that may result from our products. For example, our ONE by ONE Recycling and Biotrue® Eye Care Recycling programs have collected a total of 569,743 pounds of used contact lenses, eye care and lens care materials in the United States — the equivalent in weight of 690 polar bears! These items, which may otherwise end up in landfills or waterways, are responsibly recycled to make a lasting difference in our communities. We strive to continually improve our performance for the well-being of our business, our communities and our planet.

**NORTH AMERICAN RESIDENT AND FELLOW PROGRAMS**

Each year, Bausch + Lomb organizes and runs several mentor programs for ophthalmology residents, where they analyze patient case studies, attend informative lectures and receive practical training on cataract and refractive surgery techniques. Led by our Medical Affairs team, these programs feature top eye care professionals and ophthalmic surgeons from across the country serving as faculty, ensuring the program content reflects real-world practice. The low student-to-faculty ratio enables highly personalized instruction, providing detailed training to the next generation of ophthalmologists.



**HIGHLIGHT**

**Seeing eye puppies**

In line with our company mission of helping people see better to live better, Bausch + Lomb has partnered with The Seeing Eye®, a non-profit organization committed to enhancing the independence, dignity and self-confidence of blind people through the use of Seeing Eye dogs. In 2024, Bausch + Lomb sponsored two Labrador retriever puppies, Zeke and Zara, to support their training journey. In addition to an annual monetary donation to The Seeing Eye, Bausch + Lomb held donation drives throughout the year at our Bridgewater location to collect new packages of dog and puppy food, treats and toys.



# APPENDIX

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

### MEDICAL EQUIPMENT & SUPPLIES

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	2024 RESPONSE
Sustainability Disclosure Topics & Accounting Metrics			
Product Safety	HC-MS-250a.1	(1) Number of recalls issued, (2) total units recalled	1 Class I Recall (167 units) reported to U.S. FDA in 2024. <sup>[2]</sup>
	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	1 product; Eye Injection Kit.  Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
	HC-MS-250a.3	Number of fatalities associated with products	0; No fatalities related to Bausch + Lomb products.  Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
	HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0 enforcement actions issued to Bausch + Lomb in 2024. <sup>[3]</sup>
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Our <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product’s approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.

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

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

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

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	2024 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 2024, 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 <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product's approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.</p> <p>In each market where we conduct business, the Ethics &amp; Compliance department has established policies and procedures supporting our Code of Conduct governing all interaction with healthcare providers in accordance with local laws and industry codes.</p>



BIOTECHNOLOGY & PHARMACEUTICALS

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	2024 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 <sup>[1]</sup>
	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 <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
	HC-BP-250a.2	Number of fatalities associated with products	0; No fatalities related to Bausch + Lomb products.  Available via <a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>

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

TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	2024 RESPONSE
Drug Safety	HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	0 Recalls reported to U.S. FDA in 2024. <sup>[1]</sup>  1 Recall (about 32,000 units) reported to Consumer Product Safety Commission (CPSC) in 2024. <sup>[2]</sup>
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0 enforcement actions issued to Bausch + Lomb in 2024. <sup>[3]</sup>
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Traceability of our products throughout the supply chain is an important factor in protecting our patient's safety. To prevent counterfeiting, Bausch + Lomb works diligently with the industry, inclusive of our trading partners, to ensure global serialization requirements are met. The unique Product Identifiers developed for serialization and utilized within our product packaging and electronic inventory and distribution systems since 2019 enable the tracking and tracing of product movement through the supply chain, from the manufacturing site to our customers. Bausch + Lomb utilizes advanced technology to ensure the integrity of products delivered in the supply chain (for example, digital signatures, hologram tags, tamper-resistant and tamper-evident packaging) to influence the reduction or elimination of counterfeit product in the supply chain.
	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	The U.S. Custom and Border Protection (CBP) seized two counterfeit shipments of OCUVITE at ports in California. Bausch + Lomb assisted the CBP as well as other government agencies in enforcement efforts to keep counterfeit goods out of the hands of U.S. consumers.
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 <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product's approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.

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

[2] <https://www.cpsc.gov/>

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



TOPIC	CODE	ACCOUNTING/ACTIVITY METRIC	2024 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 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 2024, we concentrated 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 employees.
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 <a href="#">Code of Conduct</a> describes our commitment to fair business conduct. In our marketing practices or scientific communications, we must be truthful, accurate, balanced and free from false, misleading or exaggerated claims. We promote our products in a manner consistent with a product's approved indication and labeling. We are committed to adhering to the highest standards of integrity and all applicable laws and regulations in every aspect of our business communications.</p> <p>In each market where we conduct business, the Ethics &amp; Compliance department has established policies and procedures supporting our Code of Conduct governing all interaction with healthcare providers in accordance with local laws and industry codes.</p>
Activity Metrics			
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 124 pharmaceutical products in our portfolio, and 8+ pharmaceutical products in Phases 1–3 of research and development.

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

GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational Details	Bausch + Lomb Corporation, 520 Applewood Crescent, Vaughan, Ontario, Canada L4K 4B4 <a href="#">Form 10-K</a> (Business; Exhibit 21.1)
	2-2	Entities included in the organization’s sustainability reporting	All Bausch + Lomb entities are included in our sustainability reporting. <a href="#">Form 10-K</a> (Exhibit 21.1)
	2-3	Reporting period, frequency, and contact point	The 2024 Sustainability Impact Report is reflective of January 1–December 31, 2024, which corresponds with our financial reporting period, and was published in April 2025. 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	<p>Certain metrics reported in 2023 have been restated in 2024. Each restatement is indicated by a footnote. Metrics within the following GRI Standards have been restated:</p> <ul style="list-style-type: none"><li>▪ GRI 302-1, Energy consumption within the organization</li><li>▪ GRI 305-1, Direct (Scope 1) GHG emissions</li><li>▪ GRI 305-2, Energy indirect (Scope 2) GHG emissions</li><li>▪ GRI 303-3, Water withdrawal</li><li>▪ GRI 306-3, Waste generated</li><li>▪ GRI 306-4, Waste diverted from disposal</li><li>▪ GRI 306-5, Waste directed to disposal</li></ul> <p>Other metrics that have been restated:</p> <ul style="list-style-type: none"><li>▪ Solar generation within the organization</li><li>▪ Waste with unknown pathway</li></ul>
	2-5	External Assurance	Bausch + Lomb has not sought external assurance for the 2024 Sustainability Impact Report.
	2-6	Activities, value chain, and other business relationships	Company overview (2024 Sustainability Impact Report) <a href="#">Form 10-K</a> (Business)
	2-7	Employees	Data Tables (2024 Sustainability Impact Report)

[1] Bausch + Lomb has reported the information cited in the GRI index for the period January 1, 2024–December 31, 2024, with reference to the GRI Standards.



GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	Data Tables (2024 Sustainability Impact Report)
	2-9	Governance structure and composition	Business conduct (2024 Sustainability Impact Report) <a href="#">Proxy Statement</a> (Board and Committee Structure, p. 15; Key Areas of Board Oversight, p. 23)
	2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement</a> (Election of Directors and Corporate Governance, p. 5; Director Nomination Process, p. 13) <a href="#">Charter of the Nominating and Corporate Governance Committee</a>
	2-11	Chair of the highest governance body	<a href="#">Proxy Statement</a> (Board Leadership Structure, p. 15; Election of Directors, p. 5)
	2-12	Role of the highest governance body in overseeing the management of impacts	Business conduct (2024 Sustainability Impact Report) <a href="#">Proxy Statement</a> (Board Oversight of ESG Matters, p. 25)
	2-13	Delegation of responsibility for managing impacts	Business conduct (2024 Sustainability Impact Report)
	2-14	Role of the highest governance body in sustainability reporting	Bausch + Lomb's Nominating and Corporate Governance Committee of the Board reviews the reported information.
	2-15	Conflicts of interest	<a href="#">Code of Conduct</a> <a href="#">Bausch + Lomb Corporate Governance Guidelines</a> , p. 10
	2-16	Communication of critical concerns	Business conduct (2024 Sustainability Impact Report)
	2-17	Collective knowledge of the highest governance body	In 2022, the Board of Directors received training on ESG to improve their awareness of the importance of ESG to the company and the development of Bausch + Lomb's ESG program.
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement</a> (Annual Evaluation Process, p. 22)
	2-19	Remuneration policies	<a href="#">Proxy Statement</a> (Compensation Discussion and Analysis, p. 36)
	2-20	Process to determine remuneration	<a href="#">Proxy Statement</a> (Compensation Discussion and Analysis, p. 36)
	2-21	Annual total compensation ratio	<a href="#">Proxy Statement</a> (2024 Pay Ratio Disclosure, p. 60)
	2-22	Statement on sustainable development strategy	CEO letter (2024 Sustainability Impact Report)
	2-23	Policy Commitments	Our <a href="#">Code of Conduct</a> describes our commitment to responsible business conduct and respecting human rights. The Code of Conduct is approved by the Board of Directors and communicated to employees and contractors via annual training. Our <a href="#">Human Rights Policy</a> 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	2024 RESPONSE
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	<p>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.</p> <p>Business conduct (2024 Sustainability Impact Report)</p>
	2-25	Processes to remediate negative impacts	<p><a href="#">Code of Conduct</a></p> <p>Business conduct (2024 Sustainability Impact Report)</p>
	2-26	Mechanisms for seeking advice and raising concerns	<p><a href="#">Code of Conduct</a></p> <p>Business conduct (2024 Sustainability Impact Report)</p>
	2-28	Membership associations	<p>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.</p>
	2-29	Approach to stakeholder engagement	<p>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.</p>
	2-30	Collective bargaining agreements	<p>34% of global employees are covered by either a trade union or collective bargaining unit.</p>
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<p>Our approach to sustainability impact (2024 Sustainability Impact Report)</p>
	3-2	List of material topics	<p>Results of Bausch + Lomb's double materiality assessment, Fall 2023 (2024 Sustainability Impact Report)</p>
Business Conduct			
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Business conduct (2024 Sustainability Impact Report)</p>
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	<p>Data Tables (2024 Sustainability Impact Report)</p>



GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
<b>Cybersecurity and Data Privacy</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Cybersecurity and data privacy (2024 Sustainability Impact Report)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Tables (2024 Sustainability Impact Report)
<b>Product Development, Research and Development, Investment and Innovation</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Research and development (2024 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 (2024 Sustainability Impact Report)
<b>Management of Relationships With Suppliers — Environment</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Supplier engagement (2024 Sustainability Impact Report)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Data Tables (2024 Sustainability Impact Report)
	308-2	Negative environmental impacts in the supply chain and actions taken	Data Tables (2024 Sustainability Impact Report)
<b>Management of Relationships With Suppliers — Social</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Supplier engagement (2024 Sustainability Impact Report)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Data Tables (2024 Sustainability Impact Report)
	414-2	Negative social impacts in the supply chain and actions taken	Data Tables (2024 Sustainability Impact Report)
<b>Energy</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Energy and climate change (2024 Sustainability Impact Report)
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data Tables (2024 Sustainability Impact Report)
–	–	Solar generation within the organization	Data Tables (2024 Sustainability Impact Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
Climate Change			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Energy and climate change (2024 Sustainability Impact Report)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Data Tables (2024 Sustainability Impact Report)
	305-2	Energy indirect (Scope 2) GHG emissions	Data Tables (2024 Sustainability Impact Report)
Resource Inflows, Including Resource Use			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Resource inflows (2024 Sustainability Impact Report)
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Data Tables (2024 Sustainability Impact Report)
Resource Outflows Related to Products and Services			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Resource outflows (2024 Sustainability Impact Report)
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Resource outflows (2024 Sustainability Impact Report)
GRI 306: Waste 2020	306-3	Waste generated	Data Tables (2024 Sustainability Impact Report)
	306-4	Waste diverted to disposal	Data Tables (2024 Sustainability Impact Report)
	306-5	Waste directed to disposal	Data Tables (2024 Sustainability Impact Report)
Microplastics			
GRI 3: Material Topics 2021	3-3	Management of material topics	Global governance, principles and policies (2024 Sustainability Impact Report) Resource outflows (2024 Sustainability Impact Report)



GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
Health and Safety (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee health and safety (2024 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 investigation by a supervisor and EHS+S site manager. When there is an elevated level of risk, the global EHS+S organization and the site operations manager are involved.</p>
GRI 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 (2024 Sustainability Impact Report)

GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 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 (2024 Sustainability Impact Report)
	403-9	Work-related injuries	Data Tables (2024 Sustainability Impact Report)
	403-10	Work-related ill health	Data Tables (2024 Sustainability Impact Report)
Talent Attraction, Engagement and Retention			
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent attraction, engagement and retention (2024 Sustainability Impact Report)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Data Tables (2024 Sustainability Impact Report)
Compensation and Benefits			
GRI 3: Material Topics 2021	3-3	Management of material topics	Working conditions (2024 Sustainability Impact Report)
Working Conditions (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Working conditions (2024 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 (2024 Sustainability Impact Report)
Training and Skills Development (Own Workforce)			
GRI 3: Material Topics 2021	3-3	Management of material topics	Learning and development (2024 Sustainability Impact Report)



GRI STANDARD	DISCLOSURE	DESCRIPTION	2024 RESPONSE
Personal Safety of Consumers and/or End-Users			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product quality and safety (2024 Sustainability Impact Report)
–	HC-MS-250a HC-BP-250a	Product safety; Drug safety	SASB Index: Medical Equipment & Supplies, Product Safety (2024 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Drug Safety (2024 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 (2024 Sustainability Impact Report)
–	HC-BP-240b	Affordability and pricing	SASB Index: Biotechnology & Pharmaceuticals, Affordability & Pricing (2024 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 (2024 Sustainability Impact Report)
–	HC-MS-270a HC-BP-270a	Ethical marketing	SASB Index: Medical Equipment & Supplies, Ethical Marketing (2024 Sustainability Impact Report) SASB Index: Biotechnology & Pharmaceuticals, Ethical Marketing (2024 Sustainability Impact Report)
Communities and Philanthropic Contributions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Communities (2024 Sustainability Impact Report)
–	–	Philanthropic contributions	Data Tables (2024 Sustainability Impact Report)

# Data Tables

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 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 Female = 6,116 Total Male = 6,788  U.S. Total = 4,687 U.S. Female = 2,079 U.S. Male = 2,608  Other Regions Total = 8,217 Other Regions Female = 4,037 Other Regions Male = 4,180	Total = 13,286 Total Female = 6,314 Total Male = 6,972  U.S. Total = 5,059 U.S. Female = 2,299 U.S. Male = 2,760  Other Regions Total = 8,227 Other Regions Female = 4,015 Other Regions Male = 4,212	Total = 13,510 Total Female = 6,392 Total Male = 7,118  U.S. Total = 5,230 U.S. Female = 2,368 U.S. Male = 2,862  Other Regions Total = 8,280 Other Regions Female = 4,024 Other Regions Male = 4,256
	2-8	Workers who are not employees	Total number of workers who are not employees whose work is controlled by the organization	–	706	283 <sup>[1]</sup>
Business Conduct						
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	–	100%	100% <sup>[2]</sup>
			Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of employees	>99.5%	>99% <sup>[3]</sup>
			Total percentage of governance body members that have received training on anti-corruption	–	100%	100% <sup>[2]</sup>
			Total percentage of employees that have received training on anti-corruption	96% of employees	>99.5%	>99% <sup>[3]</sup>

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

[2] 10 members of the Board of Directors.

[3] 13,102 full time employees globally.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
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
			Total number of identified leaks, thefts, or losses of customer data	0	0	0
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 <sup>[1]</sup> that were screened using environmental criteria	58%	77%	98%
	308-2	Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for environmental impacts	238	197	335
			Number of suppliers identified as having significant actual and potential negative environmental impacts	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 <sup>[2]</sup> that were screened using social criteria	58%	77%	98%
	414-2	Negative social impacts in the supply chain and actions taken	Number of suppliers assessed for social impacts	238	197	335
			Number of suppliers identified as having significant actual and potential negative social impacts	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 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.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 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 <sup>[1]</sup>	823 terajoules <sup>[2]</sup>	828 terajoules <sup>[2]</sup>	832 terajoules
			Total fuel consumption within the organization from renewable sources, including fuel types used	0	0	0
			Total electricity consumption <sup>[3]</sup>	677 terajoules	677 terajoules <sup>[4]</sup>	677 terajoules
			Solar generation within the organization <sup>[5]</sup>	6.03 terajoules <sup>[6]</sup>	6.28 terajoules <sup>[7][8]</sup>	6.53 terajoules <sup>[9]</sup>
			Total energy consumption within the organization	1,506 terajoules <sup>[10]</sup>	1,511 terajoules <sup>[10]</sup>	1,516 terajoules
			Source of the conversion factors used	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[11]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[11]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol

[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.

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

[3] 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.

[4] 2023 Sustainability Impact report stated 681 terajoules for 2023.

[5] Bausch + Lomb consumes 100% of solar energy generated on-site.

[6] 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.

[7] 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.

[8] The sum of individual site solar generation is 6.28 due to rounding.

[9] 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.

[10] 2023 Sustainability Impact Report stated 1,503 terajoules for 2022 and 2023.

[11] 2023 Sustainability Impact Report stated: EIA.gov.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
Climate Change						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[1]</sup>	47,810 metric tons CO <sub>2</sub> e <sup>[2]</sup>	50,108 metric tons CO <sub>2</sub> e <sup>[2]</sup>	51,517 metric tons CO <sub>2</sub> e
			Gases included in the calculation	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in Cority Greenstone <sup>[3]</sup>	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in Cority Greenstone <sup>[3]</sup>	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in Cority Greenstone
			Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent	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 Companies, Inc. This data is for the full year of January 1, 2022–December 31, 2022.	2022	2022
			Source of the emission factors and the global warming potential (GWP) rates used	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[4]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[4]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol
			Consolidation approach for emissions	Operational control.	Operational control.	Operational control.

[1] 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.  
2024 Scope 1 emissions include stationary combustion emissions from 24 out of 27 sites and mobile emissions from corporate jet and U.S. & U.K. fleet of sales vehicles.

[2] 2023 Sustainability Impact report stated 46,686 metric tons CO<sub>2</sub>e for 2022 and 49,906 metric tons CO<sub>2</sub>e for 2023.

[3] 2023 Sustainability Impact Report stated: Gases include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”

[4] 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
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[1]</sup>	56,680 metric tons CO <sub>2</sub> e <sup>[2]</sup>	56,677 metric tons CO <sub>2</sub> e <sup>[2]</sup>	57,128 metric tons CO <sub>2</sub> e
			Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>[3]</sup>	51,703 metric tons CO <sub>2</sub> e <sup>[4]</sup>	64,298 metric tons CO <sub>2</sub> e <sup>[4]</sup>	67,484 metric tons CO <sub>2</sub> e
			Gases included in the calculation	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in Cority Greenstone <sup>[5]</sup>	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O as provided by calculation and emission factors in Cority Greenstone <sup>[5]</sup>	Gases include CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> 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 Companies, Inc. This data is for the full year of January 1, 2022–December 31, 2022.	2022	2022
			Source of the emission factors and the global warming potential (GWP) rates used	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[6]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol <sup>[6]</sup>	Cority Greenstone: IEA, EPA, DEFRA, and the GHG Protocol
			Consolidation approach for emissions	Operational control.	Operational control.	Operational control.
			Resource Inflows, Including Resource Use			
Resource Inflows, Including Resource Use	303-3	Water withdrawal	Total water withdrawal from all areas in megaliters <sup>[7]</sup>	1,370 megaliters <sup>[8]</sup>	1,355 megaliters <sup>[8]</sup>	1,243 megaliters

[1] 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.

[2] 2023 Sustainability Impact Report stated 64,814 metric tons CO<sub>2</sub>e for 2022 and 65,518 metric tons CO<sub>2</sub>e for 2023.

[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.

[4] 2023 Sustainability Impact Report stated 50,513 metric tons CO<sub>2</sub>e for 2022 and 51,990 metric tons CO<sub>2</sub>e for 2023.

[5] 2023 Sustainability Impact Report stated: Gases include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O as provided by calculation and emission factors in “Greenhouse Gas Protocol GHG Emissions Calculation Tool.”

[6] 2023 Sustainability Impact Report stated: Greenhouse Gas Protocol, GHG Emission Calculation Tool. Accessed December 2022.

[7] 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.

[8] 2023 Sustainability Impact Report stated 1,245 megaliters for 2022 and 1,242 megaliters for 2023.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
Waste						
GRI 306: Waste 2020	306-3	Waste generated	Total weight of waste generated in metric tons <sup>[1]</sup>	19,028 metric tons <sup>[2]</sup>	27,227 metric tons <sup>[2]</sup>	15,580 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	–	18,539 metric tons <sup>[3]</sup>  Hazardous waste: 638 metric tons  Non-hazardous waste: 17,901 metric tons	9,634 metric tons  Hazardous waste: 988 metric tons  Non-hazardous waste: 8,646 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	–	638 metric tons  i. Preparation for reuse: 0.1 metric tons Onsite: 0 metric tons Offsite: 0.1 metric tons  ii. Recycling: 14 metric tons Onsite: 0 metric tons Offsite: 14 metric tons  iii. Other recovery operations: 624 metric tons Onsite: 0 metric tons Offsite: 624 metric tons	988 metric tons  i. Preparation for reuse: 1 metric ton Onsite: 0 metric tons Offsite: 1 metric ton  ii. Recycling: 132 metric tons Onsite: 0 metric tons Offsite: 132 metric tons  iii. Other recovery operations: 855 metric tons Onsite: 0 metric tons Offsite: 855 metric tons
			Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:  i. Preparation for reuse, ii. Recycling, iii. Other recovery operations	–	17,901 metric tons <sup>[4]</sup>  i. Preparation for reuse: 2,668 metric tons Onsite: 355 metric tons Offsite: 2,313 metric tons  ii. Recycling: 14,803 metric tons Onsite: 0 metric tons Offsite: 14,803 metric tons  iii. Other recovery operations: 430 metric tons Onsite: 0 metric tons Offsite: 430 metric tons	8,646 metric tons  i. Preparation for reuse: 584 metric tons Onsite: 49 metric tons Offsite: 535 metric tons  ii. Recycling: 7,109 metric tons Onsite: 0 metric tons Offsite: 7,109 metric tons  iii. Other recovery operations: 953 metric tons Onsite: 0 metric tons Offsite: 953 metric tons

[1] 100% of global manufacturing and distribution sites (27) that are material to our EHS impacts were included. Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.

[2] 2023 Sustainability Impact Report stated 19,260 metric tons for 2022 and 27,107 metric tons for 2023.

[3] 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.

[4] 2023 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
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	–	8,688 metric tons <sup>[1]</sup>  Hazardous waste: 6,059 metric tons  Non-hazardous waste: 2,629 metric tons	5, 946 metric tons  Hazardous waste: 3,195 metric tons  Non-hazardous waste: 2,751 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	–	6,059 metric tons <sup>[2]</sup>  i. Incineration with energy recovery: 149 metric tons Onsite: 0 metric tons Offsite: 149 metric tons  ii. Incineration without energy recovery: 13 metric tons Onsite: 0 metric tons Offsite: 13 metric tons  iii. Landfilling: 4 metric tons Onsite: 0 metric tons Offsite: 4 metric tons  iv. Other disposal operations: 5,893 metric tons Onsite: 0 metric tons Offsite: 5,893 metric tons	3,195 metric tons  i. Incineration with energy recovery: 384 metric tons Onsite: 0 metric tons Offsite: 384 metric tons  ii. Incineration without energy recovery: 21 metric tons Onsite: 0 metric tons Offsite: 21 metric tons  iii. Landfilling: 5 metric tons Onsite: 0 metric tons Offsite: 5 metric tons  iv. Other disposal operations: 2,785 metric tons Onsite: 0 metric tons Offsite: 2,785 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
GRI 306: Waste 2020	306-5	Waste directed to disposal	<p>Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery),</li> <li>ii. Incineration (without energy recovery),</li> <li>iii. Landfilling,</li> <li>iv. Other disposal operations</li> </ul>	–	<p>2,629 metric tons<sup>[1]</sup></p> <ul style="list-style-type: none"> <li>i. Incineration with energy recovery: 499 metric tons Onsite: 0 metric tons Offsite: 499 metric tons</li> <li>ii. Incineration without energy recovery: 60 metric tons Onsite: 0 metric tons Offsite: 60 metric tons</li> <li>iii. Landfilling: 592 metric tons Onsite: 0 metric tons Offsite: 592 metric tons</li> <li>iv. Other disposal operations: 1,478 metric tons Onsite: 0 metric tons Offsite: 1,478 metric tons</li> </ul>	<p>2,751 metric tons</p> <ul style="list-style-type: none"> <li>i. Incineration with energy recovery: 759 metric tons Onsite: 0 metric tons Offsite: 759 metric tons</li> <li>ii. Incineration without energy recovery: 103 metric tons Onsite: 0 metric tons Offsite: 103 metric tons</li> <li>iii. Landfilling: 1,842 metric tons Onsite: 0 metric tons Offsite: 1,842 metric tons</li> <li>iv. Other disposal operations: 47 metric tons Onsite: 0 metric tons Offsite: 47 metric tons</li> </ul>
	–	Waste with unknown pathway	Waste with unknown pathway	–	<p>0 metric tons<sup>[2]</sup></p> <p>Hazardous waste with unknown pathway: 0 metric tons</p> <p>Non-hazardous waste with unknown pathway: 0 metric tons</p>	<p>0 metric tons</p> <p>Hazardous waste with unknown pathway: 0 metric tons</p> <p>Non-hazardous waste with unknown pathway: 0 metric tons</p>

[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
Health and Safety (Own Workforce)						
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	<b>If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</b>			
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	100%	13,897 100%	14,337 100%
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	70%	8,657 62%	8,822 62%
			The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	40%	5,930 43%	6,185 43%
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers have been excluded from this data.	No workers have been excluded from this data.	No workers have been excluded from this data.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	<b>For all employees:</b>			
			The number of fatalities as a result of work-related injury	0	0	0
			The rate of fatalities as a result of work-related injury	0	0	0
			The number of high-consequence work-related injuries (excluding fatalities)	3	4	5
			The rate of high-consequence work-related injuries (excluding fatalities)	0.04	0.04	0.05
			The number of recordable work-related injuries	23	39	23
			The rate of recordable work-related injuries	0.28	0.4	0.25
			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.
			The number of hours worked	16,453,505	17,895,308	18,224,368
			<b>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</b>			
			The number of fatalities as a result of work-related injury	0	0	0
			The rate of fatalities as a result of work-related injury	0	0	0
			The number of high-consequence work-related injuries (excluding fatalities)	0	0	0
			The rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
			The number of recordable work-related injuries	0	2	2
			The rate of recordable work-related injuries	0	0.7	0.8
			The main types of work-related injury	Not applicable.	Contusions/bruising.	Trips/fall and eye irritation.
			The number of hours worked	974,126	555,627	514,553

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	<b>The work-related hazards that pose a risk of high-consequence injury, including:</b>			
			How these hazards have been determined	Hazards which pose a risk of high-consequence injury include motor vehicle accidents, falls (especially from heights), and electrical contact. Hazards have been identified through the JSA and IHQEA risk assessment processes.	Hazards which pose a risk of high-consequence injury include motor vehicle accidents, falls (especially from heights), and electrical contact. Hazards have been identified through the JSA and IHQEA risk assessment processes.	Hazards which pose a risk of high-consequence injury include motor vehicle accidents, falls (especially from heights) and electrical contact. Hazards have been identified through the JSA and IHQEA risk assessment processes.
			Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Motor vehicle accident, electrical contact.	Motor vehicle accident, falls, electrical contact.	Falls.
			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.
			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.
			Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	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.



GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	<b>For all employees:</b>			
			The number of fatalities as a result of work-related ill health	0	0	0
			The number of cases of recordable work-related ill health	10	7	8
			The main types of work-related ill health	Repetitive motion/cumulative trauma disorders and hearing loss.	Hearing loss.	Cumulative trauma disorder/ repetitive motion.
			<b>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</b>			
			The number of fatalities as a result of work-related ill health	0	0	0
			The number of cases of recordable work-related ill health	0	0	0
			The main types of work-related ill health	Not applicable.	Not applicable.	Not applicable.
			<b>The work-related hazards that pose a risk of ill health, including:</b>			
			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.
			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.
			Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly.	Individual job task and work station reviews are completed via project management, change control board and/or new equipment/processes overview programs on an assigned schedule and when identified via potential exposure concerns. For example, noise hazards, specifically, are reviewed bi-annually during noise surveys, and controls are implemented accordingly.	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.

GRI STANDARD	DISCLOSURE	TITLE	DESCRIPTION	2022 RESPONSE	2023 RESPONSE	2024 RESPONSE
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	Work-related ill health data does not include non-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-U.S. corporate and commercial employees.
Talent Attraction, Engagement and Retention						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Total number and rate of new employee hires, by gender and region	–	Total = 1,924 Total Female = 929 Total Male = 995  U.S. Total = 1,053 U.S. Female = 514 U.S. Male = 539  Other Regions Total = 871 Other Regions Female = 415 Other Regions Male = 456	Total = 1,786 Total Female = 851 Total Male = 935  U.S. Total = 902 U.S. Female = 408 U.S. Male = 494  Other Regions Total = 884 Other Regions Female = 443 Other Regions Male = 441
Working Conditions (Own Workforce)						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk	–	34% of global employees are covered by either a trade union or collective bargaining unit.	34% of global employees are covered by either a trade union or collective bargaining unit.
			Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	–	Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining.	Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining.
Communities and Philanthropic Contributions						
–	–	–	Philanthropic contributions made by the Bausch Foundation	\$396,995	\$1,016,331	\$528,240

**BAUSCH + LOMB**