



GROWTH IN SIGHT

2023 Sustainability Impact Report Highlights + Analyst Download

BAUSCH+LOMB

A Message from Brent Saunders



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

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

Our 2023 Sustainability Impact Report and this supplemental material focus on our overall efforts in these areas and highlight several initiatives we're particularly proud of. We understand not every action or activity may have an "impact," but taken collectively, impact can—and will—be measured by the difference we make in communities around the world and our shared environment.

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

Sincerely,

Brent Saunders

CEO and Chairman of the Board

A Message from Amy Butler



I am excited to share 2023 was a year of transition and change aimed at ensuring our patients, customers, employees and stakeholders continue to receive the best Bausch + Lomb experience.

Through our products, equipment, instruments and services, we strive to be the best eye health company and to deliver on our mission: helping people see better to live better, and doing so sustainably.

With continued *Growth in Sight*, we look forward to 2024 and beyond as we continue to integrate sustainability into everything we do, enhance our transparency and leverage our recently conducted double materiality assessment as a key strategic driver in our roadmap to success while giving back to the communities where we live and work.

Sincerely,

Amy Butler

Global Vice President, Environment, Health, Safety + Sustainability



OUR MISSION, VISION AND VALUES

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



About us

Bausch + Lomb Corporation (Bausch + Lomb) is a leading global eye health company dedicated to protecting and enhancing the gift of sight for millions of people around the world—from birth through every phase of life. Our mission is simple, yet powerful: helping you see better to live better. Our iconic and enduring brand is built on the deep trust and loyalty of our customers established over our more than 170-year history. We develop, manufacture and market a comprehensive portfolio of approximately 400 products built to serve our customers across the full spectrum of their eye health needs and their lives.

Our approach to sustainability impacts

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

In 2023, we partnered with an independent firm to conduct a double materiality assessment and formally identify the environmental, social and governance topics material to our business. The 22 topics

identified by the assessment informed the content of our full 2023 Sustainability Impact Report and will be the focus of our governance, environmental and social efforts going forward.

We recognize the importance of continually evaluating our business and sustainability risks, opportunities and impacts—both positive and negative—as we strive to improve our interactions with the natural, human and social capital upon which our enduring success depends. We look forward to the journey ahead and leveraging our materiality results to continue driving customer satisfaction, focused growth and impactful improvements.

2023 Sustainability Impact Highlights

In addition to conducting a double materiality assessment and publishing our second Sustainability Impact Report, we continued to implement sustainable business practices and initiatives that support our stakeholders' well-being.



ENVIRONMENT HIGHLIGHTS

Energy, GHG emissions and climate change

Bausch + Lomb's total on-site solar energy generation in 2023 was 6.15 terajoules; an increase of nearly 4% over 2022.

We conducted energy audits at all of our sites throughout 2022 and 2023 and began implementing changes based on recommendations from third-party auditors.

In 2023, Bausch + Lomb maintained ISO 14001: 2015 and Eco-Management and Audit Scheme (EMAS) certifications at 14 of our manufacturing and distribution sites globally.

Resource use and circular economy

We piloted a computer-based validation software as an alternative to paper records at our Greenville, South Carolina, location. The site saved an average of almost 22,000 sheets of paper in the first few months of the initiative.

Bausch + Lomb's ONE by ONE and Biotrue® Eye Care contact lens, eye care and lens care recycling programs were recognized as 2023 Sustainability Award winners by Business Intelligence Group in the category "Sustainability Service of the Year."



SOCIAL HIGHLIGHTS

Employee health and safety

We achieved our Not-to-Exceed Days Away from Work Rate (DAR) Goal with a corporate DAR result of 6. Additionally, there were no reports of health and safety issues via our ethics and compliance hotline.

Talent attraction, engagement, retention and development

In 2023, we introduced learning playlists as an additional resource to support employee growth. The playlists cover topics such as goal setting and development planning and aim to streamline the process of easily finding useful development resources.

Diversity, equity and inclusion

In 2023, more than 500 employees were members of at least one employee resource group.

Customer and patient well-being

We conducted over 145 internal site audits and over 230 audits of our suppliers. We also received over 90 audits from notified bodies and health authorities, as Bausch + Lomb sites are subject to external inspections from regulatory authorities in the jurisdictions where we operate. 100% of external audits resulted in no "Critical" observations.

Communities

In 2023, the Bausch Foundation donated over \$1 million to philanthropic and community causes.



GOVERNANCE HIGHLIGHTS

Business conduct

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

Cybersecurity and data privacy

Since our initial public offering in 2022, we have aligned our cybersecurity and data privacy program with the best practices defined by the National Institute of Standards and Technology Cybersecurity Framework.

Research and development

Bausch + Lomb launched multiple products aimed at alleviating dry eye symptoms for our patients, including INFUSE® Multifocal silicone hydrogel daily disposable contact lenses, which directly address dry eye symptoms that multifocal contact lens wearers with presbyopia often face, and MIEBO® eye drops, which target tear evaporation to reduce dry eye.

Supplier engagement

77% of new direct material suppliers were screened using environmental and social criteria. Zero suppliers were identified as having significant actual and potential negative environmental and social impacts.

Data Tables

METRIC	2022	2023
Environment		
Energy		
Total energy consumption	1,503 terajoules ^[1]	1,503 terajoules
Total fuel consumption from non-renewable sources (diesel and natural gas) ^[2]	826 terajoules ^[3]	822 terajoules
Total electricity consumption ^[4]	677 terajoules ^[5]	681 terajoules
Solar on-site generation and consumption	5.92 terajoules ^{[6][7]}	6.15 terajoules ^[8]

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

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

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

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

[5] 2022 ESG Report stated 683 terajoules.

[6] 2022 ESG Report stated 1,644,521 kWh.

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

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

METRIC	2022	2023
Climate Change		
Gross direct (Scope 1) GHG emissions ^[1]	46,686 ^[2] metric tons CO ₂ e	49,906 metric tons CO ₂ e
Gross location-based energy indirect (Scope 2) GHG emissions ^[3]	64,814 ^[4] metric tons CO ₂ e	65,518 metric tons CO ₂ e
Gross market-based energy indirect (Scope 2) GHG emissions ^[5]	50,513 ^[6] metric tons CO ₂ e	51,990 metric tons CO ₂ e
Resource Inflows, Including Resource Use^[7]		
Water withdrawal	1,245 megaliters	1,242 megaliters
Waste		
Total weight of waste generated ^[8]	19,260 metric tons	27,107 metric tons

- [1] 2022 Scope 1 mobile emissions include site mobile combustion (13 out of 26 sites), corporate jet and U.S. fleet of sales vehicles. 2023 Scope 1 mobile emissions include mobile combustion from site vehicles (7 out of 26 sites), corporate jet and U.S. fleet of sales vehicles.
- [2] 2022 ESG Report stated 52,163 metric tons of CO₂ equivalent.
- [3] Includes 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure.
- [4] 2022 ESG Report stated 40,840 metric tons of CO₂ equivalent.
- [5] Includes 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of previous year's monthly values as not all current year's values were available at the time of disclosure.
- [6] 2022 ESG Report stated 13,673 metric tons of CO₂ equivalent.
- [7] 24 out of 26 sites are included.
- [8] 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste and biomedical waste across reporting sites.

METRIC	2022	2023
Social		
Health and Safety (Own Workforce)		
Rate of high-consequence work-related injuries (excluding fatalities)—Employees	0.04	0.04
Rate of recordable work-related injuries—Employees	0.28	0.40
Fatalities as a result of work-related injury—Employees	0	0
Rate of high-consequence work-related injuries (excluding fatalities)—Workers who are not employees	0.00	0.00
Rate of recordable work-related injuries—Workers who are not employees	0.00	0.70
Fatalities as a result of work-related injury—Workers who are not employees	0	0
Cases of recordable work-related ill health—Employees	10	7
Fatalities as a result of work-related ill health—Employees	0	0
Cases of recordable work-related ill health—Workers who are not employees	0	0
Fatalities as a result of work-related ill health—Workers who are not employees	0	0
DAR (Days Away Rate)	5.6	6.0

METRIC	2022	2023
Talent Attraction, Engagement and Retention		
Total number and rate of new employee hires, by age group, gender, and region	—	Total: 1,924 Total Female: 929 Total Male: 995 U.S. Total: 1,053 U.S. Female: 514 U.S. Male: 539 Other Regions Total: 871 Other Regions Female: 415 Other Regions Male: 456
Working Conditions (Own Workforce)		
Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	—	34% of global employees are covered by either a trade union or collective bargaining unit. Management has regular interactions with our trade unions and collective bargaining units that enable freedom of association and collective bargaining.

METRIC	2022	2023
Diversity; Equal Treatment for All (Own Workforce)		
Total employees	12,904	13,286
Total employees—Female	6,116	6,314
Total employees—Male	6,788	6,972
U.S. employees	4,687	5,059
U.S. employees—Female	2,079	2,299
U.S. employees—Male	2,608	2,760
International employees	8,217	8,227
International employees—Female	4,037	4,015
International employees—Male	4,180	4,212
Executives—% Male	76%	74%
Executives—% Female	24%	26%
Executives—% White	78%	78%
Executives—% Black or African American	3%	2%
Executives—% Asian or Pacific Islander	13%	15%
Executives—% Hispanic or Latino	3%	3%
Executives—% Native American or American Indian	0%	0
Executives—% Two or More Races/Other	2%	2%

METRIC	2022	2023
Communities' Economic, Social and Cultural Rights		
Philanthropic contributions made by the Bausch Foundation	\$396,995	\$1,016,331
Business Conduct		
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	—	100% ^[1]
Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of employees	>99.5% ^[2]
Total percentage of governance body members that have received training on anti-corruption	—	100% ^[3]
Total percentage of employees that have received training on anti-corruption	96% of employees	>99.5% ^[4]
Cybersecurity and Data Privacy		
Total number of substantiated complaints received concerning breaches of customer privacy	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0

[1] 10 members of the Board of Directors.

[2] 13,042 full time employees globally.

[3] 10 members of the Board of Directors.

[4] 13,042 full time employees globally.

METRIC	2022	2023
Management of Relationships With Suppliers; Equal Treatment for All (Workers in the Value Chain)		
Percentage of new suppliers ^[1] that were screened using environmental criteria	58%	77%
Number of suppliers assessed for environmental impacts	238	197
Number of suppliers identified as having significant actual and potential negative environmental impacts	0	0
Percentage of new suppliers ^[1] that were screened using social criteria	58%	77%
Number of suppliers assessed for social impacts	238	197
Number of suppliers identified as having significant actual and potential negative social impacts	0	0

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

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