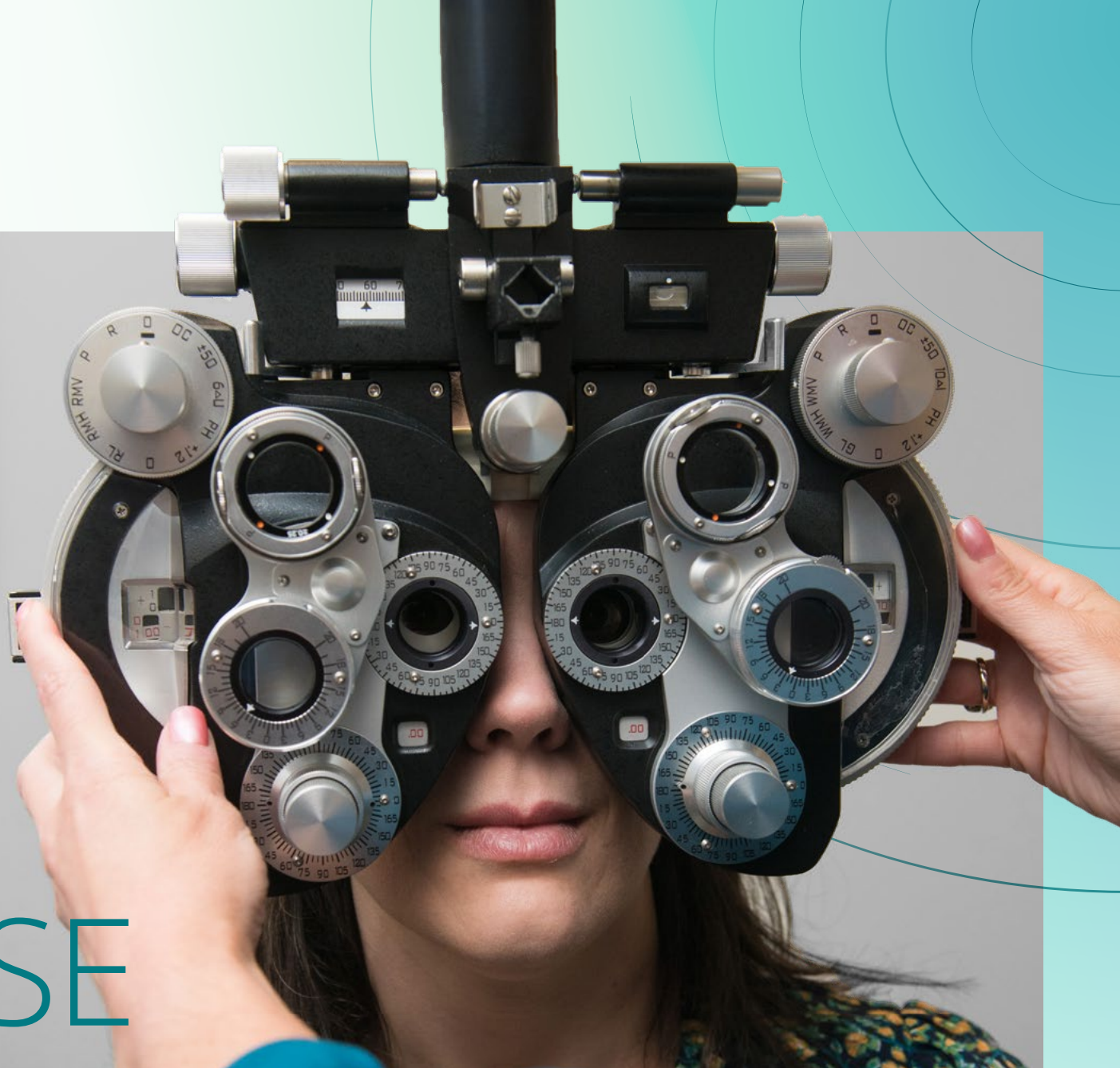


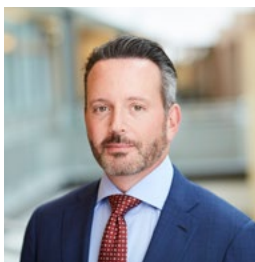
CLEAR PURPOSE



2024 Sustainability Impact Report Highlights + Analyst Download

BAUSCH + LOMB

A Message from Brent Saunders



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 stylized, handwritten signature in blue ink, consisting of the letters 'BS' followed by a long horizontal flourish.

Brent Saunders

CEO and Chairman of the Board

A Message from Amy Butler



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 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,

A handwritten signature in blue ink, appearing to read 'Amy Butler' in a cursive script.

Amy Butler

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

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.

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.

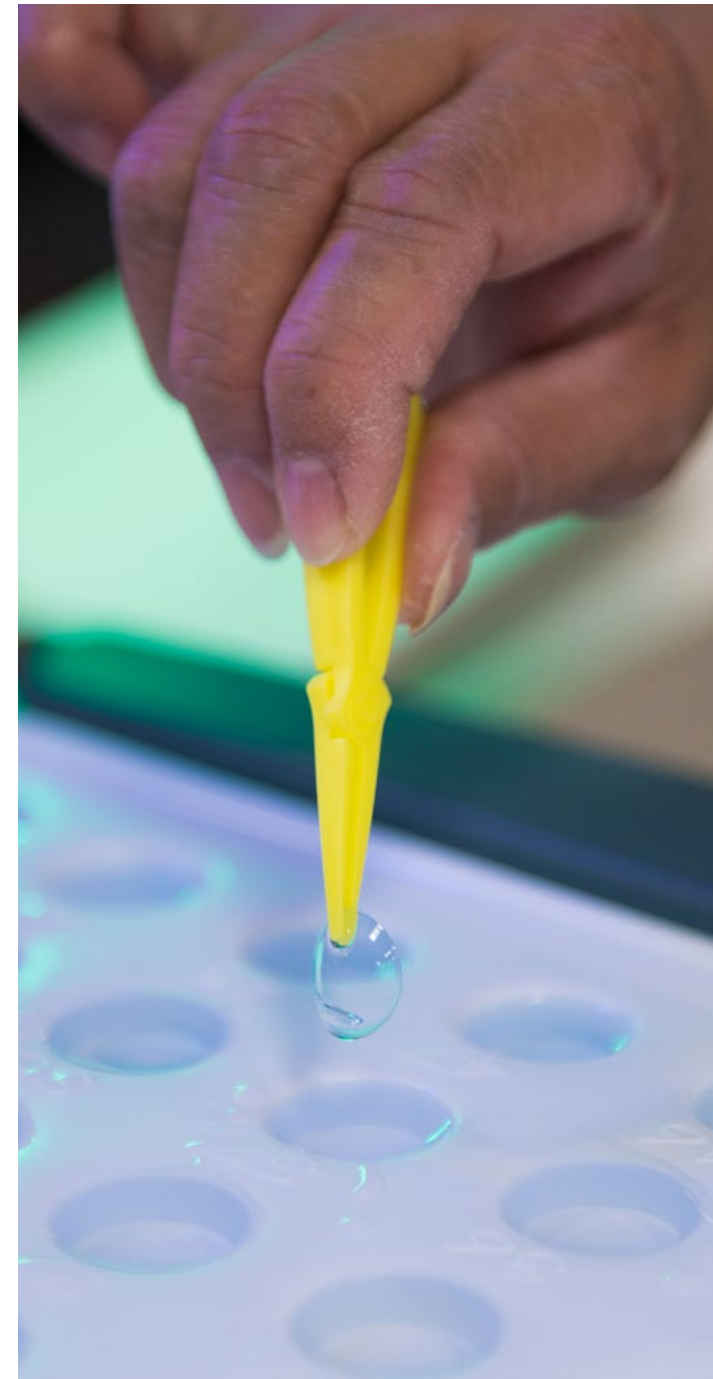
We develop and manufacture a range of products, primarily in the areas of eye health, which are marketed directly or indirectly in approximately 100 countries. As a fully integrated eye health business, Bausch + Lomb has an established line of contact lenses, intraocular lenses (IOLs) and other medical 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 approach to sustainability impact

We believe pursuing sustainable business growth and implementing effective environmental, social and governance programs enhance 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.



2024 Sustainability Impact Highlights

ENVIRONMENT HIGHLIGHTS



Energy and climate change

In 2024, Bausch + Lomb committed to “Net Zero by 2050” and identified a decarbonization pathway to achieve a reduction of 93% of Scope 1 and Scope 2 emissions by 2050 with the balance achieved through neutralization.

Across our sites in Munich, Germany; Aubenas, France; Warsaw, Poland; and Rochester, New York, we generated 6.53 terajoules of on-site solar power in 2024.

In the U.K., we disclosed Scope 1, 2 and 3 emissions as part of our U.K. specific [Carbon Reduction Plan](#).

Resource use and circular economy

In our pursuit to develop products with lower environmental and supply chain impacts, we conducted a life cycle assessment of a subset of commercialized contact lenses and contact lenses that are being developed.

Since their inception, Bausch + Lomb's ONE by ONE and Biotrue® Eye Care recycling programs have collected more than 94 million units of contact lenses, lens care and eye care materials.

SOCIAL HIGHLIGHTS



Health and safety

At our site in Greenville, South Carolina, we developed a phone app in partnership with a third party to support safety observation reporting.

Talent attraction, engagement, retention and development

83% of Bausch + Lomb employees participated in the Your Voice Matters Global Employee Engagement Survey. Results demonstrated an increase in employee sentiment around efficiency, senior leadership, talent management and career development.

Customer and patient well-being

At our Waterford and Rochester sites, employees use electronic batch records (EBR) and electronic device history records (EDHR) instead of paper documentation—which allows us to easily update instructions and has resulted in reductions in instances of nonconformance and noncompliance.

Communities

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.

GOVERNANCE HIGHLIGHTS



Business conduct

In 2024, Bausch + Lomb revitalized our [Code of Conduct](#) and introduced a [Supplier Code of Conduct](#) and [Human Rights Policy](#).

Cybersecurity and data privacy

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.

Research and development

We launched and received approval for a number of breakthrough solutions. For more information on Bausch + Lomb's products, please see our [U.S. Product Portfolio for 2025](#).

Supplier engagement

Bausch + Lomb implemented a vendor risk management (VRM) program for all direct material and CMO suppliers. Rolling out the VRM program requires suppliers to complete a detailed questionnaire regarding their practices around environmental protection, human and labor rights, health and safety and supply chain responsibility.

Data tables

METRIC	2022	2023	2024
Environment			
Energy			
Total fuel consumption within the organization from non-renewable sources, including fuel types used ^[1]	823 terajoules ^[2]	828 terajoules ^[2]	832 terajoules
Total fuel consumption within the organization from renewable sources	0	0	0
Total electricity consumption ^[3]	677 terajoules	677 terajoules ^[4]	677 terajoules
Solar generation within the organization ^[5]	6.03 terajoules ^[6]	6.28 terajoules ^{[7][8]}	6.53 terajoules ^[9]
Total energy consumption within the organization	1,506 terajoules ^[10]	1,511 terajoules ^[10]	1,516 terajoules

[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; Warszawa, Poland generated 0.14 terajoules; Munich, Germany generated: 0.35 terajoules.

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

METRIC	2022	2023	2024
Climate Change			
Gross direct (Scope 1) GHG emissions ^[1]	47,810 metric tons CO ₂ e ^[2]	50,108 metric tons CO ₂ e ^[2]	51,517 metric tons CO ₂ e
Gross location-based energy indirect (Scope 2) GHG emissions ^[3]	56,680 metric tons CO ₂ e ^[4]	56,677 metric tons CO ₂ e ^[4]	57,128 metric tons CO ₂ e
Gross market-based energy indirect (Scope 2) GHG emissions ^[5]	51,703 metric tons CO ₂ e ^[6]	64,298 metric tons CO ₂ e ^[6]	67,484 metric tons CO ₂ e
Resource Inflows, Including Resource Use			
Total water withdrawal from all areas ^[7]	1,370 megaliters ^[8]	1,355 megaliters ^[8]	1,243 megaliters
Waste			
Total weight of waste generated ^[9]	19,028 metric tons ^[10]	27,227 metric tons ^[10]	15,580 metric tons
Total weight of waste diverted from disposal	--	18,539 metric tons ^[11]	9,634 metric tons
Total weight of waste directed to disposal	--	8,688 metric tons ^[12]	5,946 metric tons

[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. & UK 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. & UK fleet of sales vehicles.

[2] 2023 Sustainability Impact report stated 46,686 metric tons CO₂e for 2022 and 49,906 metric tons CO₂e 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 64,814 metric tons CO₂e for 2022 and 65,518 metric tons CO₂e for 2023.

[5] 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.

[6] 2023 Sustainability Impact Report stated 50,513 metric tons CO₂e for 2022 and 51,990 metric tons CO₂e for 2023.

[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.

[9] 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.

[10] 2023 Sustainability Impact Report stated 19,260 metric tons for 2022 and 27,107 metric tons for 2023.

[11] 2023 report stated: 16,309 metric tons.

[12] 2023 Sustainability Impact Report stated 6,372 metric tons.

METRIC	2022	2023	2024
Social			
Health and Safety (Own Workforce)			
Rate of fatalities as a result of work-related injury – Employees	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities) – Employees	0.04	0.04	0.05
Rate of recordable work-related injuries – Employees	0.28	0.40	0.25
Rate of fatalities as a result of work-related injury – Workers who are not employees	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities) – Workers who are not employees	0	0	0
Rate of recordable work-related injuries – Workers who are not employees	0	0.70	0.80
Fatalities as a result of work-related ill health – Employees	0	0	0
Cases of recordable work-related ill health – Employees	10	7	8
Fatalities as a result of work-related ill health – Workers who are not employees	0	0	0
Cases of recordable work-related ill health – Workers who are not employees	0	0	0
DAR (Days Away Rate)	5.6	6.0	4.9

METRIC	2022	2023	2024
Talent Attraction, Engagement and Retention			
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 Female: 514 Male: 539 Other Regions Total: 871 Female: 415 Male: 456	Total: 1,786 Female: 851 Male: 935 U.S. Total: 902 Female: 408 Male: 494 Other Regions Total: 884 Female: 443 Male: 441
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.	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.
Communities and Philanthropic Contributions			
Philanthropic contributions made by the Bausch Foundation	\$396,995	\$1,016,331	\$528,240

METRIC	2022	2023	2024
Business Conduct			
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	--	100%	100% ^[1]
Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100% of employees	>99.5%	>99% ^[2]
Total percentage of governance body members that have received training on anti-corruption	--	100%	100% ^[3]
Total percentage of employees that have received training on anti-corruption	96% of employees	>99.5%	99% ^[4]
Cybersecurity and Data Privacy			
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

[1] 10 members of the Board of Directors.

[2] 13,102 full time employees globally.

[3] 10 members of the Board of Directors.

[4] 13,102 full time employees globally.

METRIC	2022	2023	2024
Management of Relationships with Suppliers – Environment			
Percentage of new suppliers ^[1] that were screened using environmental criteria	58%	77%	98%
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			
Percentage of new suppliers ^[2] that were screened using social criteria	58%	77%	98%
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.

BAUSCH + LOMB