

BAUSCH + LOMB CORPORATION

CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

1. PURPOSE

The Nominating and Corporate Governance Committee (the “*Committee*”) of Bausch + Lomb Corporation (the “*Company*”) is appointed by the Board of Directors of the Company (the “*Board*”) to assist and provide advice or recommendations to the Board on director nomination and corporate governance matters and such other matters as are set out in this Charter or as may otherwise be assigned to the Committee by the Board.

2. COMMITTEE MEMBERSHIP

2.1 Composition of Committee

The Committee shall be comprised of at least three members.

2.2 Qualification and Independence of Members

The members of the Committee (a) shall be “independent” directors, as such term is defined by all regulatory and stock exchange requirements applicable to the Company as in effect from time to time and in accordance with such additional criteria for independence as the Board may establish; and (b) shall qualify as “Non-Employee Directors” for purposes of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”).

2.3 Appointment and Removal of Members of the Committee

The members of the Committee shall be appointed and replaced from time to time by the Board on the recommendation of the Committee.

Each member of the Committee shall serve at the pleasure of the Board until the member resigns, is removed, or ceases to be a member of the Board. The Board may fill vacancies on the Committee by appointment from among qualified members of the Board on the recommendation of the Committee.

2.4 Committee Chair

The Chair of the Committee shall be appointed by the Board.

The designation of the Committee’s Chair shall take place annually at the first meeting of the Board after a meeting of shareholders at which directors are elected, provided that if the designation of Chair is not so made, the director who is then serving as Chair, so long as they are still a director and a member of the Committee, shall continue as Chair until their successor is appointed.

The Chair of the Committee shall have the responsibilities set out in position description for the Chair of the Committee attached as Exhibit A hereto.

3. COMMITTEE RULES OF PROCEDURE

3.1 Committee Meetings

The Committee shall meet as frequently as necessary to carry out its duties and responsibilities under this Charter.

The Chair or any member of the Committee may call a special meeting of the Committee at any time. The Committee may ask any officer or employee of the Company, or any representative of the Company's advisors, to attend any meetings and to provide such pertinent information as the Committee may request or to meet with any members or representatives of the Committee.

A majority of the members of the Committee shall constitute a quorum to transact business. The affirmative vote of a majority of the members of the Committee present at the time of such vote shall be required to approve any action of the Committee.

Members of the Committee may participate in a meeting of the Committee by means of a telephonic, electronic or other communication facility that permits all participants to communicate with each other during the meeting. Subject to the requirements of any applicable law, regulation or rule, any action required or permitted to be taken at a meeting of the Committee may be taken without a meeting if a resolution in writing, setting forth the action so taken, is signed by all of the members of the Committee. Such written resolution shall have the same force as a unanimous vote of the Committee.

Committee members may raise any subjects that are not set on the agenda by the Chair.

3.2 Executive Sessions

At any meeting of the Committee, an opportunity shall be provided for any member of the Committee to request that the Committee meet in Executive Session during such meeting. "***Executive Session***" shall mean a session at which the members of the Committee meet without the attendance of officers or employees of the Company, legal counsel, advisors or other non-members of the Committee.

3.3 Reporting

The Committee shall regularly report directly to the Board with respect to the Committee's activities, as appropriate.

4. REMUNERATION OF COMMITTEE MEMBERS

4.1 Committee Members

Members of the Committee and the Chair shall receive such remuneration for their service on the Committee as the Board may determine from time to time on the recommendation of the Committee.

4.2 Directors

The Committee shall make recommendations to the Board with respect to director compensation.

5. COMMITTEE AUTHORITY

5.1 Retaining and Compensating Advisors

The Committee, under the direction of the Chair of the Committee, shall have the sole authority to retain, at the Company's expense, and terminate any outside firm or other advisor engaged to assist it in carrying out its duties, including identifying director candidates, and to retain outside counsel and any other advisors (each, an "*Advisor*") as the Committee may deem appropriate in its sole discretion. The Committee shall promptly notify the Chairman of the Board and/or the Lead Independent Director, as and if appropriate, of the retention of any such Advisor. The Committee shall have sole authority to approve related fees and retention terms of any such Advisor.

5.2 Access

The Committee shall have reasonable access to the Company's personnel and documents and the resources necessary to carry out its responsibilities.

5.3 Subcommittees

The Committee may form and delegate authority to subcommittees if deemed appropriate by the Committee, subject to any restrictions imposed by any applicable regulatory or stock exchange requirements.

DUTIES AND RESPONSIBILITIES

The Committee is responsible for performing the duties set out below as well as any other duties that are otherwise required by law or are delegated to the Committee by the Board.

6. DIRECTOR NOMINATIONS, RESIGNATIONS AND COMPENSATION

6.1 Evaluating Competencies and Skills

The Committee shall provide recommendations to the Board with respect to the following matters:

- (a) the competencies and skills the Board, as a whole, should possess;
- (b) the needs of individual committees of the Board, particularly with respect to anticipating retirements of Chairs and committee members;
- (c) the competencies and skills each existing director possesses and which the Board as a whole therefore possesses;
- (d) the independence of directors in accordance with all statutory, regulatory and stock exchange requirements and guidelines and any additional independence criteria established by the Board from time to time; and
- (e) the personality and other qualities of each director, as these may ultimately determine the boardroom dynamic.

6.2 Identifying and Recommending Nominees

The Committee shall identify the individuals qualified to become new directors and recommend to the Board new nominees for election by shareholders or for appointment by the Board. In making its recommendations of nominees to the Board, the Committee shall consider:

- (a) any selection criteria approved by the Board from time to time, including such knowledge, experience, skills and expertise that the Board considers to be necessary for the Board, as a whole, to possess;
- (b) the independence of each candidate in accordance with all statutory, regulatory and stock exchange requirements and guidelines as in effect from time to time and any additional independence criteria established by the Board from time to time;
- (c) whether or not each candidate can devote sufficient time and resources to their duties as a Board member;
- (d) the competencies and skills that the Board considers each existing director to possess;
- (e) the competencies and skills each new candidate would bring to the Board;
- (f) in evaluating current directors for re-nomination to the Board or re-appointment to any Board committees, the performance of such directors;
- (g) the strategic direction of the Company;
- (h) recommendations, if any, from the Company's shareholders; and
- (i) any other factors that are set forth in the Company's Corporate Governance Guidelines or are deemed appropriate by the Committee or the Board.

The Committee shall also evaluate potential retirement and other departures of existing directors.

6.3 Exception

If the Company is legally required by contract or otherwise to provide third parties with the right to nominate one or more directors, the Committee shall have no responsibility for the selection and nomination of such directors.

6.4 Director Resignations

The Committee shall consider resignations tendered by directors in accordance with the Company's Corporate Governance Guidelines.

6.5 Director Compensation

The Committee shall review director compensation periodically and, when the Committee determines that it is appropriate to recommend any changes thereto, it shall make recommendations to the Board.

7. CORPORATE GOVERNANCE AND DISCLOSURE

7.1 Approach to Corporate Governance

The Committee shall annually review and recommend revisions, if any, to the Board regarding the Company's approach to corporate governance. Among other things, the Committee shall:

- (a) annually recommend to the Board for approval corporate governance practices, policies and procedures applicable to the Company, including recommended revisions to the Company's Corporate Governance Guidelines (including the Company's equity ownership guidelines for non-management directors);
- (b) if not otherwise mandated by the Board, develop charters for any new committees established by the Board;
- (c) monitor relationships between management of the Company and the Board and recommend procedures to allow directors to have access to, and an effective relationship with, management;
- (d) ensure the proper flow of information to the Board and consider the adequacy and timing of materials provided to the Board in support of management's proposals;
- (e) be available as a forum for addressing the concerns of individual directors;
- (f) work with the Chairman of the Board to foster a healthy corporate governance culture within the Company;
- (g) monitor emerging best practices in corporate governance to consider whether such practices would be advisable for the Company;
- (h) assess compliance with the Company's equity ownership guidelines for non-management directors;
- (i) assist the Board in fulfilling its oversight responsibilities by conducting periodic reviews of the Company's goals and performance relating to environmental, health, safety and security matters affecting the Company;
- (j) assist the Board in fulfilling its oversight responsibilities with respect to environmental, social and governance ("*ESG*") programs and initiatives by overseeing management's plans with respect to the identification and measurement of short- and long-term sustainability and other ESG-related objectives for the Company;
- (k) keep informed of new corporate governance rules and regulations applicable to the Company and recommend to the Board appropriate changes in the Company's corporate governance policies and practices; and
- (l) be responsible for all tasks assigned to it in the Company's Corporate Governance Guidelines.

7.2 Governance Disclosure

The Committee shall review and recommend to the Board for approval the “Corporate Governance” section of the Company’s management proxy circular and disclosure describing the assessment process for Board members.

The Committee shall also review the Company’s CSR and sustainability reporting.

8. BOARD EFFECTIVENESS

8.1 Board Size and Composition

The Committee shall, on an annual basis, examine the size of the Board, and review the composition and mandate of the Board with a view to maintaining a Board comprised of members who facilitate effective decision-making and oversight.

8.2 Independence

The Committee shall recommend to the Board structures and procedures to enable the Board to function independently of management, including procedures to permit the independent directors to meet on a regular basis, and not less frequently than every Board meeting, without management or non-independent directors present, and shall oversee the development and implementation of any such structures and procedures approved by the Board.

8.3 Committees of the Board

The Committee shall, on an annual basis, review the composition and mandate of each committee of the Board and recommend to the Board any changes it considers necessary or desirable with respect to the structure of such committees, including:

- (a) the charters of each committee;
- (b) the criteria for membership on any committee;
- (c) the composition of each committee;
- (d) the Chair for each committee;
- (e) the appointment and removal of members from any committee;
- (f) the operations of each committee, including the ability of any committee to delegate any or all of its responsibilities to a sub-committee of that committee; and
- (g) the process by which each committee reports to the Board, assessing the channels through which information is received and the quality and timeliness of the information received.

8.4 Delineating Board Responsibilities

The Committee shall, on an annual basis, review and recommend to the Board any revisions to the position descriptions for the Chairman of the Board, the Lead Independent Director of the Board, if any, the Chair of each Board committee and, upon recommendation from the Talent and Compensation Committee, the Chief Executive Officer.

8.5 Succession Planning

The Committee shall make recommendations to the Board with respect to Board succession including policies and principles for director retirement standards, Chairman of the Board and Lead Independent Director selection and performance review with respect to potential successors to the Chairman of the Board and Lead Independent Director.

9. ORIENTATION AND CONTINUING EDUCATION

The Committee shall oversee the orientation process for each new director and the continuing education program for all directors.

10. ASSESSMENTS OF THE BOARD, BOARD COMMITTEES AND INDIVIDUAL DIRECTORS

The Committee shall oversee the discharge of the Board's assessment duties. In fulfilling this responsibility, the Committee shall:

- (a) annually recommend to the Board a process for assessing, and providing feedback regarding the performance and effectiveness of:
 - (i) the Board as a whole in fulfilling its duties as set out in its mandate;
 - (ii) the committees of the Board in fulfilling their duties as set out in their respective charters and in a manner consistent with the mandate adopted by the Board; and
 - (iii) the individual directors, taking into account, among other things, self-assessments, confidential peer-review surveys completed by each director, and the competencies and skills that each director is expected to bring to the Board;
- (b) report annually to the Board, in such form as the Committee shall consider appropriate, the results of: (i) its assessments of the performance of the Board and Board committees, (ii) the contributions of individual directors, and (iii) the performance and contribution of the Chairman of the Board, the Lead Independent Director (as applicable), and the Chair of each committee of the Board; and
- (c) assist the Board in providing feedback to assessed directors and, where appropriate, timely corrective action (including potentially recommending that the Board not re-nominate directors who are no longer effective) in response to the results of the assessments of the Board, its committees, the individual directors, the Chairman of the Board, the Lead Independent Director (if applicable), and the Chair of each committee of the Board.

11. INSURANCE AND INDEMNIFICATION

The Committee shall make recommendations to the Board with respect to insurance and indemnification matters for the Company's directors and officers.

12. COMMITTEE WORK PLAN

The Committee shall annually develop a work plan to identify and set timeframes for the duties it is responsible for performing. The Committee shall regularly monitor its compliance with performing such duties within the timeframes specified in the work plan.

13. RELIANCE ON MANAGEMENT AND OTHERS

The Committee is entitled to rely in good faith on information and advice provided to it by management, advisors, consultants and such other persons as the Committee considers appropriate.

14. ANNUAL EVALUATIONS

14.1 Performance Evaluation

On an annual basis, the Committee shall follow the process established by it and adopted by the Board (referred to in Section 10 above) for all committees of the Board for assessing the performance and effectiveness of the Committee, including a review of its compliance with this Charter.

14.2 Review of Charter and Position Descriptions

On an annual basis, the Committee shall: (i) review and assess the adequacy of this Charter, including the position descriptions of the Chair of the Committee, of the Chairman of the Board and the Lead Independent Director of the Board (as applicable), and (ii) and recommend to the Board any changes to the foregoing it deems appropriate, including to account for best practice guidelines recommended by, and to ensure compliance with, any rules or regulations disseminated by, securities regulators and stock exchanges, to the extent appropriate for the Company.

15. WEBSITE POSTING

This Charter shall be included on the Company's website and shall be made available in print upon request sent to the Company's Corporate Secretary.

Updated July 20, 2026

**POSITION DESCRIPTION
CHAIR OF THE
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE**

1. GENERAL

This position description describes the appointment, role and responsibilities of the Chair (the “**Chair**”) of the Nominating and Corporate Governance Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Bausch + Lomb Corporation (the “**Company**”). This position description should be read together with the written charter of the Committee (the “**Charter**”), as such Charter may be amended from time to time.

2. OFFICE OF THE CHAIR

The Chair of the Committee shall be appointed by the Board on the recommendation of the Committee. The Chair shall be an “independent” director, as such term is defined by all regulatory and stock exchange requirements applicable to the Company as in effect from time to time and in accordance with such additional criteria for independence as the Board may establish, and shall satisfy any additional qualifications for members of the Committee as set forth in the Charter.

The designation of the Chair shall take place annually at the first meeting of the Board after a meeting of the shareholders at which directors are elected, provided that if the designation of Chair is not so made, the director who is then serving as Chair, so long as they are still a director and a member of the Committee, shall continue as Chair until their successor is appointed.

The Chair shall receive such remuneration as the Board may determine from time to time on the recommendation of the Committee.

3. RESPONSIBILITIES OF THE CHAIR

3.1 Committee Leadership

The Chair will provide leadership to the Committee in discharging its mandate as set out in the Charter, including by:

- (a) promoting the understanding by members of the Committee, the Company’s management and nominating, governance, and other outside consultants and advisors of (i) the duties and responsibilities of the Committee and (ii) the relationship between the Committee and the Company’s management and nominating, governance and other outside consultants and advisors; and
- (b) promoting cohesiveness, ethical and responsible decision making and fulsome discussion of matters among members of the Committee.

3.2 Liaison between the Committee and Board Leadership

The Chair shall be the liaison between the Committee and the Chairman of the Board and/or the Lead Independent Director, as appropriate, promoting open and constructive discussions between members of the Committee and these individuals.

3.3 Liaison between the Committee and Management

The Chair shall be the liaison between the Committee and each of management, nominating and governance consultants and other outside advisors, promoting open and constructive discussions between members of the Committee and each of these parties.

3.4 Information Flow

The Chair shall promote the proper flow of information to the Committee to keep the Committee fully apprised of all matters which are material to the Company and the Committee's mandate.

3.5 Meetings of the Committee

In connection with meetings of the Committee, the Chair shall be responsible for:

- (a) scheduling meetings of the Committee;
- (b) organizing and presenting the agenda for Committee meetings such that (i) all of the responsibilities assigned to the Committee under the terms of the Charter are discharged on a timely and diligent basis and (ii) members of the Committee have input into the agendas;
- (c) monitoring the adequacy of materials provided to the Committee by management and external advisors in connection with the Committee's deliberations;
- (d) ensuring that the Committee has sufficient time to review the materials provided to it and to fully discuss the business that comes before the Committee; and
- (e) presiding over meetings of the Committee.

3.6 Reporting to the Board

The Chair shall report to the Board on the activities of the Committee as contemplated in the Charter.

3.7 Annual Shareholder Meetings

Subject to applicable law, extenuating circumstances, confidential matters and competitive or strategic considerations, the Chair shall personally attend the Annual Meeting of the Company's shareholders and be available to answer shareholder questions on matters within the Committee's oversight.

3.8 Composition and Annual Assessment

On an annual basis, the Chair shall follow the process established by the Board for assessing the performance of the Committee. The Chair shall also solicit feedback on an informal basis to continually improve overall effectiveness of the Committee. The Chair shall provide feedback to each Committee member.

The Chair shall make recommendations to the Committee regarding the size, composition and membership of the Committee and provide input on succession planning in respect of their successor.

3.9 Other Responsibilities

The Chair shall perform such other functions:

- (a) as may be ancillary to the duties and responsibilities described above; and
- (b) as may be delegated to the Chair by the Committee or the Board from time to time.