

2022 ESG HIGHLIGHTS AND **ANALYST DOWNLOAD**

BAUSCH+LOMB



A Message From Brent Saunders



In 2009, the company launched a five-year plan to identify and improve its environmental and social impacts, and by 2012 Bausch + Lomb was

including sustainable business practices in its everyday operations. That same year, the company published its first environmental sustainability report.

Now, in our first year as a publicly traded company under the "BLCO" ticker, we issued our inaugural Bausch + Lomb Environmental, Social and Governance (ESG) Report. Today, we are guided by our ongoing commitment to the ESG priorities that matter to our company, industry, shareholders, employees and society.

2023 brings a great deal of change to Bausch + Lomb, and I am honored to lead this great company. As chairman and CEO, I am committed to continue integrating ESG standards and guidelines into our business and overall strategy, making us a stronger company in ways that go beyond our mission of helping people see better to live better.

Sincerely,

Brent Saunders

CEO and Chairman of the Board of Directors



About Us

For 170 years, Bausch + Lomb has been dedicated to protecting and enhancing the gift of sight for millions of people around the world – from the moment of birth through every phase of life. We are a leading global eye health company with a comprehensive portfolio of eye care products, distinctive capabilities and an innovative pipeline focused on delivering solutions that meet the evolving needs of eye care professionals and their patients.

ESG at Bausch + Lomb

We are proud to present our 2022 ESG Highlights + Analyst Download, which supplements our full [2022 ESG Report](#).

Bausch + Lomb is dedicated to implementing sustainable business practices and identifying opportunities to build and enhance ESG initiatives that support all stakeholders, including employees, consumers, eye care professionals and patients. While we are proud of the programs we have implemented and maintained in 2022, we recognize the dynamic nature of the ESG landscape presents continual opportunities for learning and improvement.

We are deeply committed to harnessing these opportunities – and evolving in a sustainable way – to fulfill our mission of helping people see better to live better.

OUR MISSION AND VISION

Our mission is to help people around the world see better to live better – that's why we started and what we still strive for today. Through an 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.

This is essential to understanding the needs of our patients and customers, ensuring the viability of our business and enriching the communities and natural environments where we live and work.

We firmly believe our foundational ESG work will enable us to continually approach sustainability in a more strategic manner. We look forward to the journey ahead as we strive to improve our interactions with the natural, human and social capital upon which our enduring success depends.

2022 ESG Highlights

In addition to publishing our inaugural ESG report, in 2022 we continued to implement sustainable business practices and initiatives that support our stakeholders' well-being.

Environment Highlights



Global Governance, Principles and Policies

Our staff are guided by more than 30 corporate Environmental Health, Safety +Sustainability (EHS+S) policies, which cover procedures for preventing, auditing, reporting, responding to and correcting environmental issues.

Energy

Our Rochester, New York, ("Rochester") contact lens manufacturing facility is home to one of the largest solar arrays of its kind—with 3,667 solar panels that reduce the company's carbon footprint by 800 tons of carbon dioxide per year.

Water

Our Tampa, Florida, site started capturing the reject brine wastewater generated from its reverse osmosis system and reused this water in its cooling towers. This eliminated the purchase of 5.4 million gallons of new water, resulting in \$73,000 in cost avoidance in the first 6 months of implementation.

Waste

We have collected more than 58 million units, or 356,000 pounds, of used contact lens, eye care and lens care materials through our ONE by ONE and Biotrue® Eye Care recycling programs between 2016 and 2022.

Emissions

Installed nitrogen-generating plants at the Waterford and Rochester sites; with this enhancement, each plant eliminates 54 liquid nitrogen tanker deliveries per month – resulting in a reduction of almost 200 tons of GHG emissions per year.

Social Highlights



Product Quality and Safety

Our Global Quality Policy outlines our commitment to earn the trust and confidence of our customers every day by delivering effective, safe and consistent quality products and services and always meet regulatory requirements.

Attraction, Engagement and Culture Development

Our employee engagement survey captured more than 9,500 employees' perspectives on topics spanning career development, diversity, equity and inclusion, talent management, well-being and more.

Learning and Development

We deliver a series of Global Learning and Development Programs to support the growth of current and future leaders at different stages of their careers. These programs include the Frontline Leader Impact Program, Emerging Leaders Programs and Exec Online Program.

Diversity, Equity and Inclusion

We have five Employee Resource Groups with a combined membership of 500 employees: the Asian Heritage Network, Black and African Heritage Network, LGBTQ+ Network, Military Network and Women's Inclusive Network.

Health, Safety and Well-Being

We achieved our corporate Not-to-Exceed Days Away Rate (DAR – a measure of the impact of workplace injuries and illnesses) goal of 7.2 with a rate of 5.6.

Philanthropy and Communities

We are extremely proud to have continuously sponsored the Bausch + Lomb Honorary Science Award via the University of Rochester since 1933. The Bausch Foundation provided \$60,000 in scholarships in 2022.

Governance Highlights



Corporate Governance

Our commitment to strong ESG practices and governance is enshrined in our Sustainable Business Policy.

Business Ethics and Compliance

96 percent of employees, including 99 percent of our senior leaders, completed Code of Conduct and corporate governance training, which covers our anti-bribery and business ethics reporting policies.

Patient Access and Fair Pricing

We directly improved access to our products by placing 22 of our Stellaris Elite® phacoemulsification machines, used in cataract surgeries, in teaching institutions around the United States without charge.

Supply Chain Management

Our Supplier Diversity Program continues to establish and strengthen mutually beneficial relationships with small- and diverse-owned businesses to support communities and create a more competitive supplier base.

Cybersecurity

Employees completed more than 8,500 hours of computer-based and in-person cybersecurity training and awareness activities.

ESG Data Table

Bausch + Lomb is committed to continually advancing our ESG-related disclosures – including our data collection and reporting. Below are key metrics that showcase our performance in 2022. Additional information and data pertinent to our ESG practices is available in our full [2022 ESG Report and Appendix](#).

METRIC	2022
Environment¹	
Energy	
Total energy consumption within the organization	1,755 terajoules
Total fuel consumption within the organization from non-renewable sources (includes diesel and natural gas) ²	1,072 terajoules
Total electricity consumption ³	683 terajoules
Solar consumption within the organization ⁴	1,644,521 kWh
Water⁵	
Total water withdrawal	1,245 megaliters
Waste⁶	
Total weight of waste generated	19,260 metric tons

1 All Environment data is reflective of calendar year 2022 (January–December).

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

3 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts were included. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.

4 Rochester, New York, generated: 1,191,053 kWh; Aubenas, France, generated: 453,468 kWh.

5 As reported by sites using third-party invoices or metering of water entering into the site. 24 out of 26 sites are included.

6 Total weight of waste generated represents plastic recycling, electronics recycling, hazardous waste, manufacturing/industrial waste, solid waste, and biomedical waste across reporting sites. As Bausch + Lomb continues to advance our site level reporting and data collection, we intend to disclose updated metrics for total waste generated as well as waste generated by category.

METRIC		2022
Emissions		
Gross direct (Scope 1) GHG emissions ⁷		52,163 metric tons CO ₂ e
Gross location-based energy indirect (Scope 2) GHG emissions ⁸		40,840 metric tons CO ₂ e
Gross market-based energy indirect (Scope 2) GHG emissions ⁸		13,673 metric tons CO ₂ e
Social		
Product Quality and Safety		
Number of recalls issued – Medical Equipment and Supplies		1
Total units recalled – Medical Equipment and Supplies		36 units
Number of recalls issued – Biotechnology and Pharmaceuticals		3
Total units recalled – Biotechnology and Pharmaceuticals		14,197 units
Employees; Diversity, Equity and Inclusion		
Total employees		12,904
Total employees – Female		6,116
Total employees – Male		6,788
U.S. employees		4,687
U.S. employees – Female		2,079

⁷ Includes site mobile combustion (13 out of 26 sites), corporate jet, and U.S. fleet of sales vehicles.

⁸ Includes 100% of global manufacturing and distribution sites (26) that are material to our EHS impacts. Data includes some use of 2021 monthly values as not all 2022 values were available at the time of disclosure.

METRIC	2022
U.S. employees – Male	2,608
International employees	8,217
International employees – Female	4,037
International employees – Male	4,180
Executives – Male	76%
Executives – Female	24%
Executives – White	78%
Executives – Black or African American	3%
Executives – Asian or Pacific Islander	13%
Executives – Hispanic or Latino	3%
Executives – Native American or American Indian	0%
Executives – Two or More Races/Other	2%
Health, Safety and Well-Being⁹	
Rate of high-consequence work-related injuries (excluding fatalities) – Employees	0.04
Rate of recordable work-related injuries – Employees	0.28
Fatalities as a result of work-related injury – Employees	0

⁹ Health, Safety and Well-Being data is reflective of calendar year 2022 (January-December).

METRIC	2022
Rate of high-consequence work-related injuries (excluding fatalities) – Workers who are not employees	0.00
Rate of recordable work-related injuries – Workers who are not employees	0.00
Fatalities as a result of work-related injury – Workers who are not employees	0
Cases of recordable work-related ill health – Employees	10
Fatalities as a result of work-related ill health – Employees	0
Cases of recordable work-related ill health – Workers who are not employees	0
Fatalities as a result of work-related ill health – Workers who are not employees	0
DAR (Days Away Rate)	5.6
Philanthropy and Communities	
Philanthropic contributions made by the Bausch Foundation	\$396,995
Governance	
Corporate Governance; Business Ethics and Compliance	
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100%
Percentage of employees that have received training on anti-corruption	96%
Percentage of senior leaders who completed Code of Conduct and corporate governance training	99%
Monetary losses as a result of legal proceedings associated with bribery or corruption	\$0
Monetary losses as a result of legal proceedings associated with false marketing claims	\$0

METRIC	2022
Supply Chain Management	
Percentage of new suppliers that were screened using environmental criteria	58%
Number of suppliers identified as having significant actual and potential negative environmental impacts	0
Percentage of new suppliers that were screened using social criteria	58%
Number of suppliers identified as having significant actual and potential negative social impacts	0
Cybersecurity	
Number of substantiated complaints received concerning breaches of customer privacy	0
Number of identified leaks, thefts, or losses of customer data	0

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