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The Year
in Review



BAUSCH Health Hellas
Environmental, Social
and Governance Report

Improving people's lives through our healthcare products

www.bauschhealth.gr



Table of Contents

6
2021 Highlights

8
General Manager Message

10
About this report

12
Our Profile

26
Our Approach to Sustainability

36
Environment

40
Society

76
Governance

90
Sustainability Frameworks

» 2021 Highlights

Environment

€7.872,00

environmental expenditures
and investments



Recycled Waste

Non-Hazardous

163.978,80 kg

Hazardous

11.254,10 kg

We4all Initiatives

200 tree samples
planted

Guardian of the forest

1000 tree samples
offered

Society

#1 PLACE at Great place to work

€3.886.242,84
employee salaries and benefits

5.994
total hours of Training

37,5% women in leadership team

€4.175.833,89
social product

€13.304,00
social Initiatives

Governance

Disclosure of transfers

€19.248.109,44
economic value distributed

€398.588,84
to healthcare organizations and professionals

€19.248.109,44
economic value distributed



ISO 37001:2016
Anti-bribery
Management System

1st Pharmaceutical Company in Europe to obtain anti bribery certification

€48.973,77
Research and Development

» General Manager Message

This material references Disclosure 102-14 from GRI 102: General Disclosures 2016

It is my great honor to present the fourth Environmental, Social & Governance Report of BAUSCH Health Hellas for the year of 2021. Succeeding 2020, 2021 was an equally challenging year due to the pandemic and geopolitical turbulence that Europe went, and is still going, through. With this publication, we aim to depict our environmental, social, and governance (ESG) performance and present how we handled the pandemic challenge during its second year of outrage. Looking forward, we would also like to share with you our commitments for the upcoming years, as we constantly strive to improve ourselves around all areas of the ESG criteria, aiming to improve people's lives through our qualitative health care products.

In 2020, BAUSCH Health Hellas took steps to organize an ESG strategic framework and relevant programs at a global level engaging its stakeholders towards this effort. We have framed our work on sustainability around five key commitment areas: Operate with Integrity, Respecting the Environment, Advance Global Health and Patient Care, Improve our Communities and Support Employee Growth and Well-being. Right now, we are working towards forming a more robust ESG Strategy.

During 2021, we continued to implement initiatives and actions, to the extent that the limitations of COVID-19 pandemic permitted, achieving to secure our solid financial position and continuing to engage with our customers. Our response to the second year of the pandemic proved itself sufficient. Once

again, we implemented 100% remote work and preserved a stable and balanced working model, with clear boundaries between professional and personal time, creating a "Work Even Better from Home" culture.

Moreover, **we are excited to announce that we ranked #1 in Great Place to Work list**, a prestigious distinction, which we owe to our talented and committed employees. We dedicate this unique moment exclusively to the employees of BAUSCH Health Hellas, who managed to succeed in unprecedented conditions and overcome the adversities that the Covid-19 era brought to our lives. Respect, fairness, care, open communication, inclusion in decisions and camaraderie are deeply embedded in the way we operate.

For BAUSCH Health Hellas, the Report is a strategic tool for monitoring and evaluating our performance in our prioritized commitment areas. Moreover, it constitutes a structured engagement channel with our stakeholders, in our quest for improving people's lives, through our healthcare products.

Looking forward to
receiving your feedback.
Sincerely,

Iakovos Michalitsis
General Manager Greece,
Cyprus & Malta



» About this report

This material references Disclosures 102-1, 102-5, 102-45, 102-50, 102-51, 102-52, 102-53 and 102-56 from GRI 102: General Disclosures 2016

This is the Environmental, Social & Governance Report (hereinafter the “Report”) of BAUSCH Health Hellas, Single Member Pharmaceutical Société Anonyme (hereinafter “BAUSCH Health Hellas”) for the financial year 2021 (1.1.2021 - 31.12.2021), concerning its activities in Greece.

It includes information about the management and performance around environmental, social, and governance (ESG) issues, aiming to inform our stakeholders about our economic, social and environmental impacts and initiatives.

In determining the contents of the Report, BAUSCH Health Hellas uses selected GRI Standards (2020 Standards) and respective disclosures and thus it is classified as a **GRI Referenced Report**. Moreover, in order to define its impact and progress on sustainable development, BAUSCH Health Hellas embraces the seven Social Responsibility Core Subjects of **ISO 26000:2010** and aligns its impacts with the **United Nations Sustainable Development Goals (SDGs)**. As we recognize the importance of the process for our stakeholders, our goal is to receive an external assurance in the future.

The present Report was drafted with the support of Sustainability and Climate Services department of Deloitte Business Solutions ("Deloitte"). BAUSCH Health Hellas is responsible for the calculation, collection and consolidation of quantitative data as well as for the accuracy and completeness of the quantitative and qualitative data included in this report. Deloitte shall not bear any responsibility or liability against any third party for the contents of this Report.

We welcome any feedback you may have on this Report which will enable us to further improve the content and quality of the information provided. For matters pertaining to this Report please feel free to reach out to:

Konstantina Karadima,
Senior Quality Assurance
& Regulatory Affairs Specialist

T: +30 210 81 08 460

E: konstantina.karadima@bauschhealth.com
BAUSCH Health Hellas SA
53, Pentelis Avenue
15235 Vrilissia, Greece

The Environmental, Social and Governance Report 2021 is available in the corporate website in:
www.bauschhealth.gr

» Our Profile

This material references Disclosures 102-2, 102-3, 102-4, 102-6, 102-7, 102-9, 102-13 and 102-16 from GRI 102: General Disclosures 2016

BAUSCH Health Companies Inc.

BAUSCH Health is a global company with more than 22,000 employees united in the mission to improve people's lives with the offered health care products.

The Group owns a diversified portfolio of products, with a core focus on eye health (Bausch + Lomb), gastrointestinal (Salix), dermatology and aesthetics (Ortho Dermatologics and Solta Medical) and comprehensive pharmaceutical therapies (Diversified Products/International Rx). These products are developed, manufactured and marketed — directly or indirectly — in more than 100 countries, and are relied upon by more than 150 million people around the world.

Each day, BAUSCH Health products are used by up to 150 million people around the world.

Commercial locations: 42

U.S.A.	Croatia	Kazakhstan	Russia
Argentina	Czech Republic	Lithuania	Serbia
Bulgaria	Indonesia	Mexico	Slovakia
Canada	Greece	Montenegro	Slovenia
Brazil	Hungary	Kazakhstan	Ukraine
Malaysia	South Africa	Italy	France
Singapore	Austria	UAE	Spain
Thailand	Belarus	Poland	Portugal
Switzerland	Belgium	Romania	Sweden
The Netherlands	Germany	Italy	Turkey
UK	Poland		

Manufacturing locations:

10

U.S.A.	Colombia	Mexico	Serbia
Brazil	Germany	Poland	UAE
Canada	Ireland		

BAUSCH Health Hellas

BAUSCH Health Hellas, a single-member pharmaceutical Société Anonyme, is an innovative pharmaceutical company owned exclusively by BAUSCH Health Companies Inc.

The company was founded in 2005, in Athens, Greece, also serving the markets of Cyprus and Malta. At the end of 2021, the company with a total workforce of **68 highly qualified and experienced employees** generated **revenues of €25.83 million**. It specializes in healthcare products, prescription drugs, OTC products and medical devices for diverse therapeutic categories.

BAUSCH Health Hellas holds a leading position in Ophthalmology, including a product portfolio of more than 30 brands in pharmaceuticals and high-tech medical equipment of great quality. BAUSCH Health Hellas safeguards already established collaborations with Greek pharmaceutical companies, which have taken over the drugs' production, on behalf of the company.

BAUSCH Health Hellas implements a strategic action plan to establish its presence in Greece, Cyprus and Malta while continuing to expand its business activities. With these tools and our dedication to changing people's lives through our healthcare products, we aim to provide the best healthcare solutions for patients and their overall well-being.

Our mission, vision and values

» VISION

Improve people’s lives through our health care products

» MISSION

To be your trusted healthcare partner

Our mission is supported by five pillars – guiding principles that are foundational to our success and future growth.

They provide overall direction for the company and the tools necessary to rise to any challenge.



1. Quality Health Care Outcomes: We are dedicated to delivering high-value, meaningful products and services that resonate with patients and prescribers. Bringing value to our stakeholders, while delivering safe and effective products is at the heart of everything we do.



2. Customer-Focused: We measure ourselves and our actions through the lens of our customers and patients. We build strong relationships with customers and deliver quality products and service.



3. Innovation: Innovation is essential, as we search out new ways and continuously identify opportunities to design, develop and advance creative, ethical solutions that are timely and effective.



4. Efficiency: Focus and execution enable us to drive productivity, leaving no stone unturned in identifying where we can make improvements and deliver value. We address the challenges of a changing market quickly and never compromise on quality.



5. People: Our employees come to work each day focused on improving people’s lives. They are essential to the success of the organization. We strive to build and retain a strong team by recognizing and rewarding excellence, and by creating development opportunities.

» **VALUES** Our Compass:



Our compass constitutes the guide of BAUSCH Health Hellas for the achievement of our vision as an organization. It includes six indispensable values which lead us towards the future with optimism and certainty for our contribution to healthcare.

Our core values define what we stand for, how we conduct ourselves and how we interact with colleagues, customers, vendors, shareholders and other stakeholders. Our core values are:



- **Accountability:** Accepting personal responsibility for our actions and focusing on finding solutions and delivering results. We keep our promises and commitments.



- **Agility:** Responding rapidly to changes in the internal and external environment without losing momentum or vision.



- **Courage:** Acting decisively and leading boldly, imagining and pursuing new possibilities for our future. We stand up for what is right and support others who do so.



- **Integrity:** Conducting business with the highest standards of professional behavior and ethics. We are transparent, honest, ethical and fair in all our interactions; people trust us to adhere to our word.



- **Teamwork:** Achieving common goals through open and honest communication. We show concern for one another and are supportive of each other's efforts.



- **Results Orientation:** Consistently delivering required business results, meeting deadlines and complying with quality, productivity and performance standards.

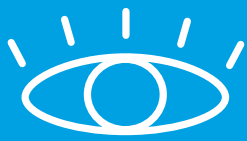
Our Products and Services

In BAUSCH Health Hellas, we sell prescription medicines, both for daily clinical practice (upper and lower respiratory infections, urinary tract infections, skin infections, hypertension, hyper-triglyceridemia, obesity, allergic conjunctivitis, inflammatory conditions of the eye) as well as orphan drugs for rare diseases like cystic fibrosis.

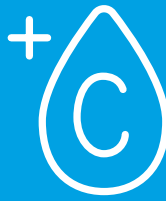
Furthermore, the company has a rich portfolio of non-prescription drugs in major categories, such as analgesics for muscle pain, the symptomatic treatment of short-term acute seizures such as arthritis and non-arthritic rheumatism, the categories related to the common cold with nasal sprays, syrups and sprays for sore throat, the category of dry eye and food supplements related to AMD (age related macular disease) and neuroprotection.

» Product Categories and Services

Our goal is to provide reliable, innovative, safe and affordable treatment solutions, directed towards the responsible care to our patients and broader community. BAUSCH Health Hellas main portfolio includes prescription drugs in a variety of therapeutic categories.



Ophthalmological



Food supplements



Cold Medication



Prescription drugs



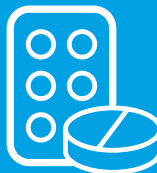
Medical Equipment



Topical analgesics



Orphan Drugs /
Rare Diseases



Analgesics -
Anti-inflammatory
drugs



Allergy drugs

With the variety of high-quality pharmaceutical products, BAUSCH Health Greece is committed to continuously enhance its business model and plan and support the Greek economy and society with the creation of investments and new jobs. We strive to through our products and provided services to upgrade Public Health, tackling key all the challenges and empower the Civil Society in Greece. In this context, a series of our innovative products are manufactured in Greece, supporting the Greek pharmaceutical sector and the local investments and increasing the potential of transforming Greece into a comprehensive hub for the pharma industry.

Sentoba**Ocuvite
Complete****Niflamol****Counterpain****Ezixin**

BAUSCH Health Hellas products are provided directly or through its distributors to its clientele basis, including a small percentage of Greek Public Hospitals.

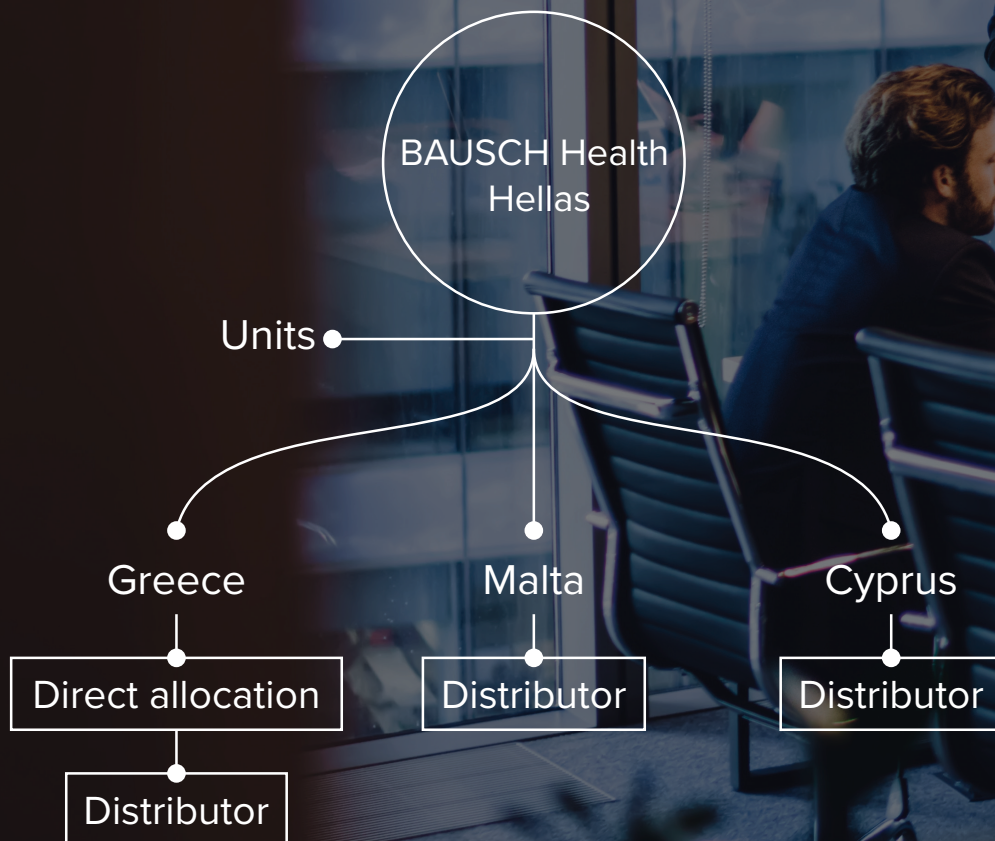
Our clientele list includes:

- **Greek Government (Public Hospitals)**
- **Private Hospitals**
- **Pharmaceutical Wholesalers**
- **Pharmacies**
- **Optician Stores and Wholesalers of related activities**
- **Distributors**

Supply Chain

Our products are distributed according to GDP guidelines to Greece, Cyprus and Malta. Our presence in both Cyprus and Malta is through Distributors. Our Distributors follow all company, local and EU laws and guidelines.

» Supply chain system



Partnerships and Excellence

We value our partnerships, and we evolve through them. For us, it is of high interest to follow the market trends, share them and establish new standards with associations and networks, so that our patients receive the highest quality and benefits from our products. BAUSCH Health Hellas has an extensive network of partnerships, memberships and intergovernmental bodies.

 <p>HELLENIC ASSOCIATION OF PHARMACEUTICAL COMPANIES</p> <p>Hellenic Association of Pharmaceutical Companies</p>	 <p>ΣΥΝΔΕΣΜΟΣ ΕΤΑΙΡΕΙΩΝ ΦΑΡΜΑΚΩΝ ΕΥΡΕΙΑΣ ΧΡΗΣΗΣ</p> <p>Hellenic Association of Self Medication</p>	 <p>ΕΛΛΗΝΙΚΗ ΕΤΑΙΡΕΙΑ ΦΑΡΜΑΚΕΥΤΙΚΟΥ MANAGEMENT</p> <p>Hellenic Pharmaceutical Management Association</p>
 <p>ASSOCIATION OF HEALTH - RESEARCH & BIOTECHNOLOGY INDUSTRY</p> <p>Association of Health-Research and Biotechnology Industry</p>	 <p>CEO CLUBS International</p> <p>CEO Clubs Greece</p>	 <p>Your Directors Club</p> <p>Your Directors Club</p>
 <p>1919 2019 100 χρόνια ΕΒΕΑ</p> <p>Athens Chamber of Commerce and Industry</p>	 <p>AMERICAN-HELLENIC CHAMBER OF COMMERCE 1932</p> <p>American Hellenic Chamber of Commerce</p>	

» BAUSCH Health awards for 2021

Pharmacist Choice Awards 2021

Pharmacists from all over Greece voted for the top products available in pharmacies, through research conducted by Global Link, a member of ESOMAR and organized by Boussias.

- Winner in ophthalmology products category - Artelac Complete & Artelac Ectoin
- Winner in pain management category - Niflamol

Iatronet - Ygeia & Omorfia Awards 2021

The site iatronet.gr and the magazine Ygeia & Omorfia (Health & Beauty) organized an online survey where 8.500 consumers voted for their preferred products in each of the 12 categories.

- Eye care/dry eye category - Gold Award for Artelac

Supplement Awards 2021

Numerous food supplements were voted and awarded for their innovation, effectiveness and safety by a judging committee composed by 18 well-known professionals from different categories (Healthcare Professionals from numerous specialties, Business professionals in the healthcare market, Advertisers and Digital marketers). These awards were organized by Boussias.

- Golden Award for Ocuville in Eye Food supplement category

Economic performance and growth

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016 and 201-1 from GRI 201: Economic Performance 2016

In BAUSCH Health Hellas, we work towards our targets and priorities for further growth and value-creation in the Greek market.

Since our establishment, we have methodically applied the implementation of a coherent strategic investment plan, acquisitions and collaborations, across our range of health products. We aim to continuously increase the value we deliver to our stakeholders with a wide product portfolio in our markets of operation, making BAUSCH Health Hellas the most trusted pharmaceutical in its area of operation.

Achieving a competitive advantage for BAUSCH Health Hellas is directly dependent on our financial performance. In 2021, the company had a workforce of 68 employees with revenues of €25.837.546,34 and economic distributed value of €19.248.109,44. We achieved this by staying true to a strong and successful business model. The main financial results of the company are shown in the following table.

» Performance

Economic Value

	2020	2021
Economic value generated	€ 20.922.251,58	€ 25.837.546,34
Revenues	€ 20.922.251,58	€ 25.837.546,34
Economic value distributed	€ 20.408.335,12	€ 23.419.997,63
Operating costs	€ 14.619.637,43	€ 19.248.109,44
Employee wages and benefits	€ 3.976.134,11	€ 3.886.242,84
Payments to providers of capital	€ 1.260.000,00	€ 0,00
Payments to government by country	€ 552.563,58	€ 272.341,35
Community investments/ Social Contribution	€ 0	€ 13.304,00
Economic value retained	€ 6.302.614,15	€ 6.589.436,9

At BAUSCH Health Hellas, in addition to the value of the financial capital, we also recognize the value of social capital. Despite the challenges of the times, we remain committed to the goal of creating added value in the societies where we operate. The social product of our company was € 4,175,833,89 for 2021.

Social Product



Employees (wages and benefits)



Suppliers Expenditures



Environmental Expenditures and Investments



Government/State



Community Investments

BAUSCH Health Hellas Evolution Index

As we aim for excellence, and we are convinced that performing regular industry benchmarking will lead us to performing better, we constantly track our performance in the market, and we continuously monitor our evolution index in the Greek pharmaceutical market against 19 high-standing companies.

»» Our Approach to Sustainability

This material references Disclosures 102-40, 102-42, 102-43 and 102-44 from GRI 102: General Disclosures 2016

ESG Strategic Impact Framework

BAUSCH Health takes steps to organize a more robust ESG Strategy and relevant programs, with the full participation of our Board of Directors and Leadership Team.













This is a big opportunity and an even bigger responsibility, to have a positive impact.

We have framed our work on sustainable development around five key commitment areas aligned to a more focused environmental, social, and governance (ESG) approach. Following last year's commitments, we have identified key environmental, social, and governance (ESG) topics as the most important for our performance and responsible operation. The company is committed to conduct a Materiality Assessment and to take into consideration the opinion of its internal and external environment.

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This is a big opportunity and an even bigger responsibility, to have a positive impact. We have framed our work on sustainable development around five key commitment areas aligned to a more focused environmental, social, and governance (ESG) approach. Following last year’s commitments, we have identified key environmental, social, and governance (ESG) topics as the most important for our performance and responsible operation. The company is committed to conduct a Materiality Assessment and to take into consideration the opinion of its internal and external environment.

Environment	Commitment Areas	
	 Respect the Environment	<p>Protecting our employees, communities, and preserving the environment for current and future generations is a top priority at BAUSCH Health. As an organization whose mission is to improve people’s lives, with our health care products, we believe this is an essential obligation and responsibility.</p>
ESG Pillars	SDGs Alignment	ESG Topics
	   	<ul style="list-style-type: none"> ● Responsible energy consumption ● Waste management ● Recycling actions and practices within the workplace ● Water management
Social	Commitment Areas	
	 Advance Global Health and Patient Care	<p>Our mission of improving people’s lives with our health care products extends far beyond our business pursuits. It is also the driving force behind our promise to provide access to safe, affordable, high-quality health care products to all those in need. We fulfill this responsibility through our expanding commitment to philanthropy, quality, patient safety and health advocacy.</p>
ESG Pillars	SDGs Alignment	ESG Topics
		<ul style="list-style-type: none"> ● Patient engagement and privacy

Social	<h3>Commitment Areas</h3> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>BAUSCH Health’s long-term success is linked directly to our ability to make a positive difference — and we do so in many ways, including community activities, such as volunteering in our neighborhoods, sponsorships in scholarship programs and donations to local charities.</p> </div> </div> <p>Improve our communities</p>
	<div style="display: flex; justify-content: space-between;"> <div> <p>SDGs Alignment</p> <div style="display: flex; gap: 5px;"> <div style="background-color: #28a745; color: white; padding: 5px; font-size: 8px;">3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #17a2b8; color: white; padding: 5px; font-size: 8px;">17 PARTNERSHIPS FOR THE GOALS</div> </div> </div> <div> <p>ESG Topics</p> <ul style="list-style-type: none"> ● Patient engagement and privacy </div> </div>
ESG Pillars	<h3>Commitment Areas</h3> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>We strive to ensure that our employees, in every BAUSCH Health site, feel proud to be a part of our company and are energized to be their best and do their best every day. We constantly transforming our culture to empower every employee and are dedicated in creating an inclusive working environment, that supports diversity and freedom, and where everyone feels welcomed.</p> <p>We continue to focus on promoting a culture of learning. BAUSCH Health Hellas strives to remove any obstacle empower our employees to reach their potential.</p> <p>All our employees have guidance, training and support, in their daily activities.</p> </div> </div> <p>Support employee growth and Well Being</p>
	<div style="display: flex; justify-content: space-between;"> <div> <p>SDGs Alignment</p> <div style="display: grid; grid-template-columns: repeat(3, 1fr); gap: 5px;"> <div style="background-color: #28a745; color: white; padding: 5px; font-size: 8px;">3 GOOD HEALTH AND WELL-BEING</div> <div style="background-color: #dc3545; color: white; padding: 5px; font-size: 8px;">4 QUALITY EDUCATION</div> <div style="background-color: #ffc107; color: white; padding: 5px; font-size: 8px;">5 GENDER EQUALITY</div> <div style="background-color: #6c757d; color: white; padding: 5px; font-size: 8px;">8 DECENT WORK AND ECONOMIC GROWTH</div> <div style="background-color: #6f42c1; color: white; padding: 5px; font-size: 8px;">10 REDUCED INEQUALITIES</div> </div> </div> <div> <p>ESG Topics</p> <ul style="list-style-type: none"> ● Employee attraction and retention ● Employee training and development ● Employee health, safety and wellbeing ● Diversity, inclusion and equal opportunities </div> </div>
Governance	<h3>Commitment Areas</h3> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Our vision to be a trusted health care partner is built on a promise towards our stakeholders that we will operate with the highest standards of ethics and integrity — every employee, every day.</p> <p>We aim to ensure sustainable development in the long term; hence, we continually conduct our activities, adopting the values of BAUSCH Health Code of Conduct and ensure that our employees and partners contribute to our business integrity.</p> </div> </div> <p>Operate with Integrity</p>
	<div style="display: flex; justify-content: space-between;"> <div> <p>SDGs Alignment</p> <div style="display: flex; gap: 5px;"> <div style="background-color: #dc3545; color: white; padding: 5px; font-size: 8px;">8 DECENT WORK AND ECONOMIC GROWTH</div> <div style="background-color: #ffc107; color: white; padding: 5px; font-size: 8px;">12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div style="background-color: #17a2b8; color: white; padding: 5px; font-size: 8px;">16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> </div> </div> <div> <p>ESG Topics</p> <ul style="list-style-type: none"> ● Transparency, regulatory compliance and business ethics ● Economic performance and growth ● Cybersecurity and corporate data protection ● Product safety, quality and responsible marketing </div> </div>

Our stakeholders

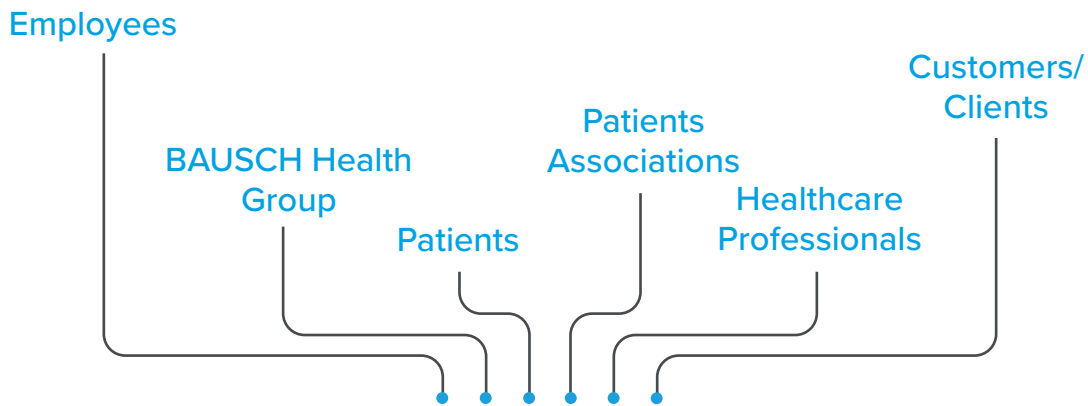
At BAUSCH Health Hellas, we try to engage in a continuous dialogue, by collaborating and interacting with our stakeholders in order to understand and respond to all their expectations, needs, concerns and requests.

Stakeholders are individuals or groups who are affected by our activities and those who affect our company, directly or indirectly, in various ways. Stakeholders contribute greatly to our responsible operation and growth by having an interest in our company and interacting with it.

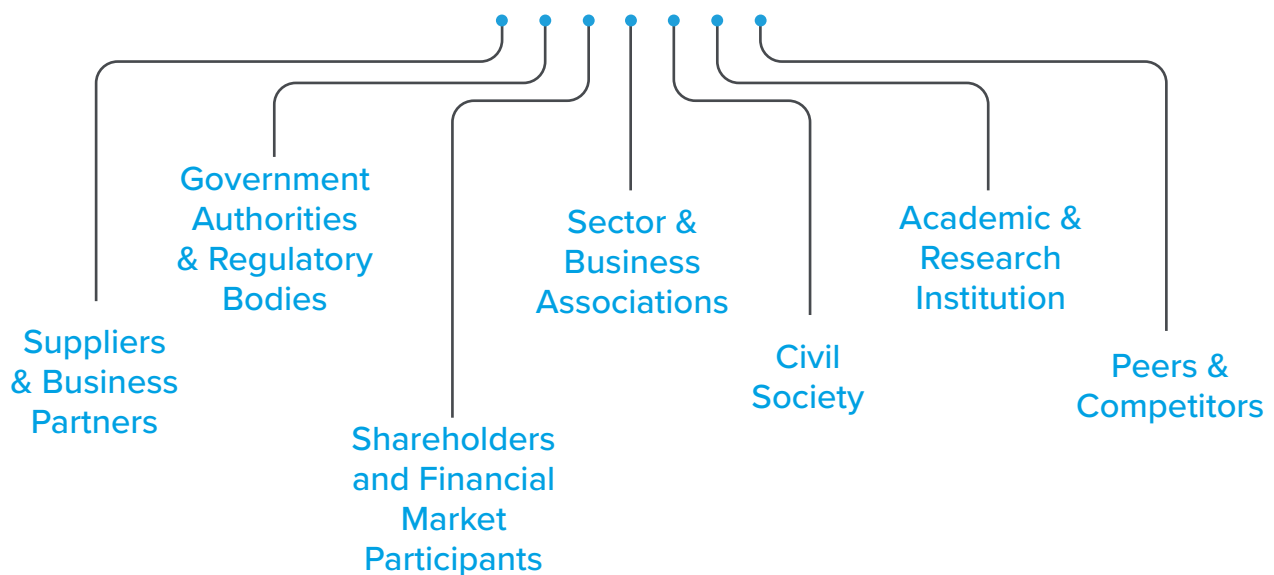
Our Stakeholder Engagement Plan aims to improve and increase the engagement, through a process aligned with the mission and values of our company. We aim to create a competitive element for the growth of our business with a 3-step policy:

- » Show our interest in their point of view
- » Communicate to society the benefits of our products
- » Give voice to their concerns

The main recognized stakeholder groups of BAUSCH Health Hellas are the following:



BAUSCH+Health



The table below shows a summary of why and how we engage with our main stakeholder groups on our operations and procedures.

Employees Stakeholder Group		
Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases, intranet)	Daily	• Corporate Governance and Ethics
2. Meetings	Daily	• Training and Development
3. Trainings and workshops	Daily	• Health, Safety & Wellbeing
4. Corporate events	Monthly	• Talent Management, Recruiting and Retaining
5. Financial statements	Annually	• Equity, Diversity and Inclusion
6. Environmental, Social and Governance Report	Annually	• Employees Relations with Management
7. Social contribution activities	Quarterly	
8. Employee's satisfaction survey	Annually	

Patients Stakeholder Group		
Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	Daily	• Transparency and Anti-Corruption
2. Marketing material	Daily	• Customer Satisfaction and Relationship Management
3. Promotional activities	When appropriate	• Regulatory Compliance
4. Pharmacovigilance phone line	Daily	• Brand Awareness and Customer Loyalty
		• Support to NGOs
		• Active Corporate Citizenship

Patients Associations Stakeholder Group		
Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls and press releases)	When appropriate	• Transparency and Anti-Corruption
2. Meetings	When appropriate	• Regulatory Compliance
3. Market events	When appropriate	• Support to NGOs and Organizations
4. Social contribution activities	When appropriate	
5. Environmental, Social and Governance Report	Annually	• Active Corporate Citizenship

Healthcare Professionals Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (f2f, website, social media, email, calls, press releases, channel magazines)	Daily	<ul style="list-style-type: none"> Market Presence and Business Development Customer Satisfaction and Relationship
2. Meetings	Daily	<ul style="list-style-type: none"> Management
3. Promotional activities	Weekly	<ul style="list-style-type: none"> Regulatory Compliance
4. Client satisfaction survey	Monthly	<ul style="list-style-type: none"> Market Sponsorships
5. Financial statements	Annually	<ul style="list-style-type: none"> Brand Awareness and Customer Loyalty
6. Environmental, Social and Governance Report	Annually	

Customers/Clients Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (f2f, website, social media, email, calls, press releases, channel magazines)	Daily	<ul style="list-style-type: none"> Market Presence and Business Development Corporate Governance and Ethics
2. Marketing material	Weekly	<ul style="list-style-type: none"> Customer Satisfaction and Relationship Management
3. Market events	Monthly	<ul style="list-style-type: none"> Regulatory Compliance
4. Client satisfaction survey	When appropriate	<ul style="list-style-type: none"> Management and Quality Systems Brand Awareness and Customer Loyalty

Suppliers & Business Partners Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	Daily	<ul style="list-style-type: none"> Market Presence and Business Development
2. Meetings	When appropriate	<ul style="list-style-type: none"> Corporate Governance and Ethics
3. Market events	Annually	<ul style="list-style-type: none"> Customer Satisfaction and Relationship Management
4. Financial statements	Annually	<ul style="list-style-type: none"> Regulatory Compliance
5. Environmental, Social and Governance Report	Annually	<ul style="list-style-type: none"> Management and Quality Systems Brand Awareness and Customer Loyalty

Government Authorities & Regulatory Bodies Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	Daily	<ul style="list-style-type: none"> • Corporate Governance and Ethics • Transparency and Anti-Corruption • Regulatory Compliance • Management and Quality Systems • Health, Safety & Wellbeing
2. Meetings	When appropriate	
3. Financial statements	Annually	
4. Environmental, Social and Governance Report	Annually	

Shareholders and Financial Market Participants Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	When appropriate	<ul style="list-style-type: none"> • Management and Quality Systems • Health, Safety & Wellbeing
2. Meetings	When appropriate	
3. Financial statements	When appropriate	
4. Environmental, Social and Governance Report	When appropriate	

Sector & Business Associations Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	Weekly	<ul style="list-style-type: none"> • Transparency and Anti-Corruption • Regulatory Compliance • Market Sponsorships • Brand Awareness and Customer Loyalty • Active Corporate Citizenship
2. Meetings	When appropriate	
3. Market events	Monthly	
4. Memberships and partnerships	Quarterly	
5. Financial statements	Annually	
6. Environmental, Social and Governance Report	Annually	

Civil Society Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Sponsorships and donations	Annually	<ul style="list-style-type: none"> • Transparency and Anti-Corruption • Regulatory Compliance • Management and Quality Systems • Market Sponsorships • Support to NGOs • Active Corporate Citizenship
2. Effective and interactive dialogue	When appropriate	
3. Volunteering actions	When appropriate	
4. Social contribution activities	When appropriate	
5. Environmental, Social and Governance Report	Annually	

Academic & Research Institution Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Sponsorships and donations	When appropriate	<ul style="list-style-type: none"> • Corporate Governance and Ethics • Transparency and Anti-Corruption • Regulatory Compliance • Management and Quality Systems
2. Effective and interactive dialogue	When appropriate	
3. Social contribution activities	When appropriate	
4. Environmental, Social and Governance Report	Annually	

BAUSCH Health Group Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	Daily	<ul style="list-style-type: none"> • Corporate Governance and Ethics • Transparency and Anti-Corruption • Regulatory Compliance • Management and Quality Systems
2. Meetings	Daily	
3. Trainings and updates	Daily	
4. Financial statements	Daily	
5. Environmental, Social and Governance Report	Annually	

Peers & Competitors Stakeholder Group

Communication Methods	Frequency	Key issues of interests
1. Communication channels (website, social media, email, calls, press releases)	When appropriate	<ul style="list-style-type: none"> • Corporate Governance and Ethics • Transparency and Anti-Corruption • Regulatory Compliance
2. Meetings	When appropriate	
3. Environmental, Social and Governance Report	Annually	

» Environment

Environmental Stewardship

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016, Disclosure 302-1 from GRI 302: Energy 2016, Disclosure 303-3 from GRI 303: Water and effluents 2018 and Disclosures 306-3, 306-4 from GRI 306: Waste 2020

Today we operate in a world where our ability to grow and thrive - in business, in our environment and in society - becomes more and more intertwined each day.

As such, Bausch Health is taking the necessary steps to more formally integrate its commitment to “Respect the Environment”.

Protecting our employees and communities and preserving the environment for current and future generations is a top priority at BAUSCH Health. In fact, as an organization with a mission to improve people’s lives with our health care products, we believe this is an essential obligation and responsibility.

In BAUSCH Health Hellas, we recognize that mitigating our environmental impact is of great importance, so we work hard to become a more sustainable company.

Our efforts focus on the reduction of our fuel, energy and water consumption, and our waste generation minimization. We fulfill this commitment through our global Environment, Health, Safety + Sustainability organization (EHS+S).

The BAUSCH Health EHS+S principles and Sustainability Global Commitments are embedded in all operating plans, enabling widespread impact at both the corporate level and across our regional manufacturing and supply chain locations. This approach has resulted in substantial reductions in our environmental impact and cost savings.

- **Protect and sustain our employees, the community, our environment and natural resources.**
- **Meet the needs of patients, customers, consumers, health care providers, regulators and other stakeholders.**
- **Accelerate the achievement of our business objectives.**

Responsible use of Resources

We constantly seek new and better ways to reduce waste, energy and water consumption, implementing practices, processes and technologies that help us meet and exceed regionally mandated environmental regulations.

Our employees place considerable focus on these initiatives and work diligently to identify areas in which further improvements can be made. We have issued recommendations to our employees, to apply daily practices, such as electricity-saving, proper energy management, heating and cooling, water-saving and recyclability, creating a series of eco stickers, which have been distributed to all employees of all departments and are located in key areas, in the office.

Electricity consumption		Water consumption	
2020	2021	2020	2021
46,014 KWh	63,763 KWh	18.9 m3	60.5 m3

Waste management – Recycling (kg)	
Hazardous	
Out of specification pharmaceuticals/miscellaneous	9.920
Spray wastes	1.300
Light Bulbs	15
Batteries	19,1
Total Hazardous	11.254,1
Non-Hazardous	
Paper	4,8
Packaging material	163.974
Total Non-Hazardous	163.978,8

Environmental initiatives

During 2021, the loosening of the pandemic restrictions allowed us to revert to our environmental contribution via employee volunteering. Touched by the severe wildfires of summer 2021, we decided to dedicate our environmental action to tree planting and awareness around it. In collaboration with the NGO “We4all”, we are proud to present the following:

» Environmental actions with the NGO “we4all”

Our company developed and implemented 3 more important environmental actions in November 2021. We organized, on Friday, November 5, 2021, for all our colleagues in Athens, in collaboration with the NGO we4all, a voluntary tree-planting action, in the fire-affected semi-mountainous area of the Municipality of Fylis, Attica. Our 35 volunteers became arborists and were at the tree planting site, where a total of 200 saplings were planted.

In addition to this specific action, our company became a “Guardian” of the forests, through we4all, with the aim of offering, in total, 1,000 young saplings, for tree planting in Greece but also in other parts of the world, where there is a need for reforestation.

On Sunday, November 21, 2021, we organized another cleaning action of the coast of Schinias, in Marathon Attica. It is worth noting that in the 2nd part of the action, the volunteers also cleared part of the northern part of the pine forest of Schinias, which is one of the seven remaining rare pine forests of the Mediterranean, and part of the NATURA 2000 network. 35 volunteers and their families participated in the action. The group of volunteers collected 10 large bags of waste, with a total weight of approximately 30 kg.

On Monday, November 22, 2021, we organized our 1st educational seminar on environmental awareness for Primary School students, at the 39th Primary School of the Municipality of Athens, with the participation of 45 children and their teachers.

» Society

This material references Disclosure 102-7, 102-8 from GRI 102: General Disclosures 2016

Our people Human Capital Management

KEY HUMAN RESOURCES FIGURES 2021

During the Report's reference period Busch Health Hellas employed 68 employees (31.12.2021) of whom 26% were women and 74% were men. Moreover, we are collaborating with 4 more outsourced employees, via project solutions, accounting, finance & operations and medical department.



» Performance

Total Number of Employees:

68



Men, 74%
Women, 26%



Number of employees by employment contract and gender

	2020		2021	
	Men	Women	Men	Women
Permanent	50	18	48	20

Number of employees by employment type and gender

	2020		2021	
	Men	Women	Men	Women
Full-time	50	18	48	20

Employee attraction and retention

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016 and 401-1 and 401-2 from GRI 401: Employment 2016



BAUSCH Health Hellas deals with the systematic and long-term management of the company's human resources, seeking to design activities and policies for its staff in a way that meets its long-term needs.

The Management of BAUSCH Health strategically seeks the sustainable acquisition & utilization of competent employees, who will contribute to the achievement of its goals.

The analysis of the external environment, human resources planning, job analysis, candidate attraction and selection, training and development of human resources, employee benefit / reward systems and their performance evaluation are key areas of focus for the Management of the company. Attracting candidates, the process of identifying and inviting suitable people (both inside and outside the company) to fill vacancies is an extremely critical process for BAUSCH Health Hellas.

The quality of the company’s personnel and its future prospects depend on its effectiveness. At BAUSCH Health Hellas we believe that our company’s business & investment goodwill is based on our ability to recruit talented people. At BAUSCH Health Hellas candidate selection is a key information gathering and evaluation process for selecting the most suitable candidates for specific positions. It involves making decisions about matching, specific people and specific positions, in order for the company to investigate

whether the candidates’ values match those of our company. In candidates we look for the existence of a philosophy of continuous improvement, as we want employees who are strongly motivated and strive for quality.

The selection process in our company is a long process, which focuses not only on abilities and skills, which are given to new employees through training, but on specific attitudes and values, which include:



Welcome Tactics

Before the arrival of the new employee, we make sure that the necessary tools are ready for use (office, phone, business card, notebook, stationery, e-pass, office keys and vehicle - if such provision corresponds to the position). We implement a “Walk the floor” on the 1st day in which the new employee is guided by the supervisor in offices and other company premises and meets the colleagues. Finally, a “BAUSCH Health bag” is offered as a welcome present, with a variety of our renowned products. Finally, during the first months of an employee in the company, we include the profile of the new colleague in the monthly corporate newsletter of BAUSCH Health Plus.

Orientation Plan

The “orientation plan” takes place during the first week of recruitment and includes an interdisciplinary seminar for acquaintance with all the departments of the company. In each department, the supervisor offers a coaching session to the new employee to ensure a clear understanding of her/his role. In addition, the employee attends a “BAUSCH Health: Core Values Drive Us seminar”, a presentation of the company’s vision and values map by the executives of the company as also the “Who is Who Presentation”, when the company publishes the profile of the new member in the monthly corporate BAUSCH Health newsletter. Finally, we implement an “Induction Buddy concept” in which every new employee of the company, and for an adjustment period of six months from his recruitment, she/he will have at his disposal advisory by an older executive.

Mentoring

A person-centered learning approach that aims to develop critical thinking and build a longterm relationship. This dialogue includes case studies, informal debates and assessments of the whole procedure. The mentors are usually senior managers or executives that use mentoring methods based on ethical standards, model presentations, counselling, sales growth support and corporate policies.

Talent Management

After the completion of the periodic (semiannual and annual) evaluation assessments and through ad hoc diagnostic programs, with the help of external consultants, we create tailor-made career development plans for all levels of employees, aiming to boost their incentive for excellence and high performance.

The Talent Management Model prioritizes in:

- Needs identification Competition readiness
- Acceleration of talent development
- Focus on performance and evaluation
- Promoting talented people

Coaching

Coaching by a certified, external associate or someone from the executive team who motivates, empowers and helps employees to develop their skills. Employees are trained at the workplace by specialized executives and, at the end of each session, receives a performance evaluation. Through this collaborative process, the employee discusses the personal goals and identifies the opportunities for further improvement.

Inspiring

BAUSCH Health Hellas has developed a system of corporate values, a set of timeless guiding principles, aiming to motivate employees to love their work and engage with the company. In BAUSCH Health Hellas, we have an inner desire for cooperation and achievement of common goals and improvement of professional efficiency

Succession plan

Succession planning is referring to the identification and tracking process of “high potential” employees, who can respond to higher management positions. Through a “Succession plan” we avoid promoting immature leaders who are unprepared to respond to new responsibilities and carry out difficult tasks. The succession plan does not focus on replacement issues, due to retirement or management loss, but structures and tracks suitable replacements.

» Rate of new hires 2020-2021

• New employee hires 2020-2021

2020	< 30			30-50			> 50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Hires in 2020	0	0	0	1	0	1	2	0	2
Employees in 2020	1	1	2	31	15	46	21	2	23
Rate of new hires 2020	0	0	0	3,23	0	2,18	0	0	8,70

2021	< 30			30-50			> 50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Hires in 2021	0	0	0	3	2	5	1	0	1
Employees in 2021	0	1	1	30	17	47	18	2	20
Rate of new hires 2021	0	0	0	10	11,76	10,64	5,56	0	5,00

• Employee turnover 2020-2021

2020	< 30			30-50			> 50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Dismissals in 2020	0	0	0	0	0	0	0	0	0
Employees in 2020	1	1	2	31	15	46	21	2	23
Turnover Rate	0	0	0	0	0	0	0	0	0

2021	< 30			30-50			> 50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Dismissals in 2021	0	0	0	2	0	2	4	0	4
Employees in 2021	0	1	1	30	17	47	18	2	20
Turnover Rate	0	0	0	6,67	0	4,26	22,22	0	20,00

» Relations between employees and management

BAUSCH Health Hellas has adopted various ways of internal communication to create an effective communication culture, enhance free and comfortable expression and strengthen trust and respect. Our efforts are long-term oriented, focused on solutions,

to increase satisfaction, performance and commitment of employees. This strategy is transparent and interactive with employees, utilizing a range of tools to promote knowledge, collaboration, participation and two-way communication.

INSPIRATIONAL FRAMEWORK

Semi-annual Meetings (Cycle meetings)

Two-day meetings outside the offices, twice a year, which constitute major events for the BAUSCH Health Hellas.

Internal “Corporate Values” Ambassadors

Internal corporate ambassadors, who have undertaken the task to organize the interdepartmental dissemination of the relevant information to the employees.

Self-inspiration tactics

Interdisciplinary teams present one of the six corporate values through their concepts and initiatives.

External “Corporate Values” Ambassadors

External corporate values ambassador, from the sports sector, aiming to inspire employees with the values of continuous effort, perseverance and aiming always at the top.

Team building activities

Team building activities, which enhance companionship, friendship, positive interpersonal relationships, and teamwork based on the six values of the company.

INTERNAL COMMUNICATION FRAMEWORK

BAUSCH Health Intranet

All employees can be informed on corporate issues, such as internal news, products and services, updates and initiatives of the Group.

Greek newsletter “BAUSCH Health Plus”

The Greek newsletter is a monthly internal corporate communication tool, initiated by the Greek team focusing on local news and events.

World newsletter “BAUSCH Health Plus”

The international newsletter is a monthly internal corporate communication tool, initiated by the head office in Canada, with its subsidiaries around the world.

Greek Edition of BAUSCH Health Central

Corporate communication tool, launched from the Central Management in Canada to affiliates around the world. This tool is translated into Greek.

Management e-mails

Sending e-mails from the management to inform employees directly about important issues.

Surveys

In-house surveys on general or specific issues to get information and to increase employees' participation.

Chat Groups in social media

The company has set up chatting groups via Viber, including all sales employees of the OTC products, Ophthalmology products, Rx products, F&O and the leadership team, sharing daily news.

Open door policy

Direct access to senior management, with no bureaucratic procedures.

Teams Communicator and “Closer Together” photos

Chat groups to connect BAUSCH Health employees around the world.

Teleconferences

Teleconferences via the digital platform “Microsoft Teams” facilitating the internal communication.

Town Hall meetings

The Management team holds regular meetings with all the employees in Athens to exchange new development ideas.

“Collective Knowledge” and quick access to it!

We encourage employees' involvement in the process of collection and communication of work-related issues.

Management meetings

Management meetings are held every week with the occasional presence of other high-level executives.

Award “BEST IDEA WINS”

A special “voting mailbox”, under the name, “BEST IDEA WINS”, in which employees can submit their ideas on business projects and policies

360° Sales Meetings

The management team meets regularly with the entire sales team in Athens and Thessaloniki to reach cross-department collaboration.

Interaction in Marketing actions

Actions to express employees' opinion, evaluation of communication materials and suggestion of improvements.

Value Team meetings

Regular meetings with representatives of marketing, finance, regulatory and sales, regardless of hierarchical position, to monitor company development and results

Reverse Mentoring

A group of six young employees becomes mentors of the General Manager, in matters of technology and new media.

One-to-one meetings with the CEO

All employees of the company have the opportunity for a personal 30-minute duration meeting with the General Manager. The action concerns all the employees of the company in Greece

Corporate Material

Free distribution to employees of various promotional materials which display our corporate values and vision.

Breakfast, lunch or e-coffee with the CEO

Constructive meetings with all employees focused on corporate and personal issues.

Walk the Floor Concept

The executive team meets personally with the employees and listens to their thoughts and concerns.

Employee training and development

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016 and 404-1 from GRI 404: Training and Education 2016



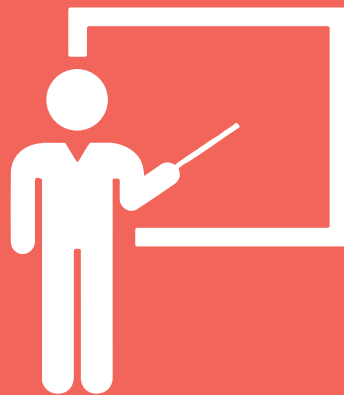
Our people are at the center of our corporate strategy and consequently, we are committed to constantly support them, develop their talents and skills, find professional challenges, manage their careers and promote their personal growth.

Human Resources focuses on empowering employees, enhancing leadership skills, highlighting, and evolving talents, building a flexible organization, the emergence of new opportunities and enhancing the customer-centric approach. To achieve this, we implement in-house actions to increase the commitment and participation of our employees in training and self-development actions.

» Trainings

The main focus is given to the sales team, since they are trained on average six to seven times per year (one-day and two-day training), with a physical presence and on a monthly basis, through digital platforms. The content of training includes the core field of employees' responsibilities, training on the product portfolio, sales techniques,

roleplay, customer satisfaction, as well as issues of internal management and organization (corporate procedures, data protection, compliance, anti-corruption, anti-bribery, blackout policy and pharmacovigilance). In addition, every new employee of the company in the first period of their recruitment is trained through the orientation plan.



At BAUSCH Health Hellas, the core objectives of any training and employee development program can be classified into the following areas:

- » Core training in industry specifics
- » Socialization of new employees
- » Performance improvement
- » Upskilling employees
- » Solving organizational problems
- » Promotion and succession preparation
- » Satisfying employees' need for personal development

Training and Development areas include:

- »» Basic training in the business industry
- »» Integration and socialization of new employees
- »» Performance improvement
- »» Professional skills upgrade
- »» Avoiding management inactivity
- »» Solving organizational problems
- »» Preparation for promotion and succession
- »» Satisfying employees needs for personal development

Basic training programs for newcomers in sales and medical teams include:

- »» Sales sessions
- »» Regulatory sessions
- »» Compliance and GDPR
- »» Pharmacovigilance/Materio-vigilance
- »» Finance sessions
- »» Customer Service Sessions
- »» CRM sessions
- »» Training by scientific counselors, HCPs and doctors of the company
- »» On the field training
- »» Marketing sessions
- »» Education in “real work environment projects”

» Performance Training for Managers

A program for senior executives in collaboration with the HR department of BAUSCH Health Inc. The program aims to further develop the leadership skills of the Managers so that they can support teamwork, relationship-building, show courage, enjoy the hard work, make solid decisions and set the conditions for ultimate success.

» Certified Director Courses by the Institute of Directors

A General Manager training program, which aims at continuous professional development, in areas such as corporate governance, identification and development of roles and responsibilities, benchmarking of skills and the acquisition of knowledge, through personal experiences or experiences of colleagues.

BAUSCH Health Hellas is one of the first companies in Greece where its President of BoD holds a Diploma from the Institute of Directors UK. Thus, the aim is to acquire the total necessary capacity, for the successful management of an organization, from a strategic position, but also the best possible structured care in the management of our most important capital.

Innovation
Branding
Solution
Marketing
Analysis
Ideas
Success
Management

» Senior Leadership Development Program – Center for Creative Leadership

Senior Leadership Development program organized by the Creative Leadership Center CCL. A leading global leadership development body. The program consists of two modules of three days each and focuses on educational topics such as:

- Self-awareness
- Leading strategy and change
- Leadership image
- Leading in matrix organizations
- Global and strategic awareness
- Balance long and short-term
- Influence and collaboration

» Custom made Training

The company offers training and seminars beyond the scope of the employees' core responsibilities.

Specifically, we offer internal seminars “Finance for non-financials” by the finance department after a proposal by the Sales Department to get acquainted with this kind of data. Also, voluntary educational courses are organized for fire safety and earthquake response practices, as well as first-aid seminars by certified trainers. Finally, BAUSCH Health Hellas provides, on a case-by-case basis, permission to its employees to attend programs beyond their core responsibilities. Employees who participate in trainings that are subsidized by the company may be absent for the entire duration of the seminar, as well as for the relevant exams.

In 2021, we offered to our **68** employees **208** training sessions, with a total duration of **5.994** hours, resulting in an average of **88** training hours per employee, increased by **18 %** compared to **2020**. This performance makes us proud, knowing that our employees have been trained to the latest trends in our business fields and they are capable of implementing the corporate mission.

» Performance

• In training hours

	Men		Women	
	2020	2021	2020	2021
Top Management	416	528	25	40
Senior Executives	320	650	762	1.128
Employees	2.574	2.691	968	957
Total	3.342	3.869	1.755	2.125

» Development

One of the most crucial challenges for our business is to upgrade the performance of our employees, so that our overall investment in human capital becomes a lever for sustainable business growth.

Thus, BAUSCH Health Hellas is in a constant search for training and development opportunities to inspire and motivate its people to the maximum possible performance, but at the same time to develop the evaluation tools that will allow the interpretation of business data. In a pharmaceutical market that is evolving with ever-increasing demands and changes, achieving the above goals seems even more difficult and suggests the need for the implementation of modern strategies and methods.

» Performance

Dedicated to excellence, we aim to provide continuously a high level of services. To achieve this, we have established the Profile XT system, an evaluation system which enables us to monitor and assess our individual performance. The Profile XT system provides in-depth information on the strategic uti-

lization of human resources and allows us to plan quickly and long-term. This information is provided with practical reports that can be used over time by the employees, for self-awareness and growth, and by the directors, for more effective cooperation and guidance.

» Key Evaluation Tools include

Individual Profile Report	Performance Model Comparison Report
Comparison Summary Report	Interview Guide Total Person and Interview Guide Challenge Areas

» Employee Benefits

Employees are effectively positioned at key positions.	Increase productivity.
Merit-based approach to promotions.	Efficient management from the executives.
Efficient internal changes.	Better communication.
Identification development of talents.	Improve work quality.
Efficient employee integration to teams with different cultural background.	



During 2021, all employees, regardless of their employment category took a performance evaluation and career development review. This procedure has advantages like the enhancement of personal and professional development, more efficient communication among employees and management and the increase of employees' satisfaction.

Employee health, safety and wellbeing

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016 and 403-6 from GRI 403: Occupational Health and Safety 2018

» BAUSCH Health Hellas | Great Place to Work

BAUSCH Health Hellas was awarded as one of the leading employer companies, with the best working environment, taking 1st place, in the category of 50-250 employees, in the “Best Workplaces® 2021” list. This assessment, separated into two evaluation axes, included confidential answers of our employees and recording of human resources management policies, which are analyzed in specialized questionnaires. The answers of our employees had the greatest weight, in the final result.

The process evaluated parameters in the working environment of our company, such as reliability of the management, respect for the employees, the feeling of justice and pride for working in BAUSCH Health Hellas, but also the companionship that has been developed between them.

We have created the interdepartmental working group, “**Great Place to Work Task Force**” consisting of eight members, elected by vote, from all departments of the company with a one-year service. The group aims to propose feasible actions which will improve the working environment in all departments, highlighting the meaning of their work and the benefits that could arise, through such an internal initiative.

» Covid-19 and safety in the working environment

The outbreak of the COVID-19 pandemic brought about significant changes in the working life, creating new conditions, which are expected to last even after the end of the health crisis. BAUSCH Health Hellas, with an absolute sense of responsibility for the measures taken by the state authorities and prioritizing the safety of its employees, implemented a series of protection measures which, however, did not hinder its operational performance, creating a “COVID-19” great place to work that embraces everything and also enhances the innovation and flexibility of our organization.

Our company builds a new equilibrium point called “For All Leadership” in which employees COVID-19 Response remain at the center, with full utilization of their talents and productive potential. In the midst of the pandemic, we have discovered that our leaders have unique skills and make use of practices that are appropriate for dealing with the health crisis. These people have shown their teams the flexibility and resilience to move faster and smoother in the post-COVID-19 period while working proactively to mitigate the effects of economic change and unpredictable changes on the pharmaceutical environment.

As healthcare providers, we focus on the health and safety of our employees. We aim to contribute significantly to our employees’ health, through our

extensive program of perks and benefits ensuring their safety in the working environment. Specifically, our employees can receive medical care at the offices every week, by appointment with the occupational doctor, having the capacity of free examination and prescription.

Moreover, we offer to them and their relatives, in a special area within offices, an ophthalmological examination. We have, also, taken all the necessary measures to ensure safety in the workplace as well as to provide medical examinations, hospital and private insurance. Finally, our workspaces have been examined and approved by a safety officer who has set all the obligatory measures for a safe operation. In 2021, no injuries or deaths were recorded at BAUSCH Health Hellas.

In BAUSCH Health Hellas, we care about our people since we believe that our business success comes predominantly from them. Our goal is to create an excellent workplace, where achievements are being rewarded and our employees feel safe and satisfied. We have designed those benefits based on market trends that ensure the competitiveness of our business and rely on the principles of equal treatment and transparency. Our benefits are tailor-made to the needs and profile of our employees. We consider the internal and the external environment and adjust the benefits according to the prevailing conditions.

2

new, safe and modern SUV cars have replaced the older ones in corporate fleet

57

employees have a corporate vehicle

61

employees have a corporate phone

38

people receive compensation in the form of ticket restaurant voucher

» General Benefit Package



» Additional Benefit Package

Share of earnings

Mentoring

Funding (individual training and academic studies)

Coaching

Foreign languages and ECDL

Flexible working hours

Funding for professional certification

Work from home possibility (2 days per week)

Additional leave for studies and exams

Board coverage (coupons)



» Employee recognition and rewards



For us, praise is not just a matter for senior management. All the senior executives express their recognition to their teams, as they know that reward and encouragement have a positive effect to all.



VOUCHERS

VOUCHERS FOR
SUCCESSFUL PROJECTS

EXTRA DAYS OFF

GIFTS TO THE
CHRISTMAS PIE CUTTINGPRESENTATION OF STAR
REPRESENTATIVESPRESENTATION OF THE BEST
COLLEAGUE ACCORDING TO
CORPORATE VALUESPROJECT LEADER
MANAGERSPARTICIPATION
IN THE CEO AWARD

AWARDING PLAQUES



THANK YOU E-MAILS

OTHER "THANK YOU"
INITIATIVES

During the Semi-Annual Circles, our most effective sales representatives receive vouchers, which they redeem with services or tickets (ticket restaurants). Vouchers of **€ 2.400** total values were given to **12** employees.

5 colleagues of the accounting department received a gift voucher worth **€ 200** each and in total **€ 1.000** (ticket restaurant) for the successful completion of an emergent issue, presenting teamwork and decisiveness.

Employees who completed projects with excessive workload are rewarded with extra days off, as gifts, at the end of each month. Also, extra days off are given to winners of team-building games, during the "Semi-Annual Circles" events **22** employees were given **38** days off each.

At the annual corporate Christmas event, we draw weekend trips to various destinations in Greece and abroad, all costs paid. Totally, **3** trips were given to three employees during the draw.

Best sales representatives are recognized and publicly rewarded for their performance presenting the results of their work.

The Best Sales Fellow and the Best Front Office colleague are publicly recognized and rewarded. This recognition results from all company employees vote.

A rewarding program of the most capable sales representatives, according to which the top salesmen will lead new commercial projects.

The BAUSCH Health CEO Award recognizes the significant contribution of an employee to the company. The award is offered by the CEO and Executive Committee of BAUSCH Health Inc.

We honor employees who have completed 10 years of service in the company with honorary plaques.

A permanent practice of the management is to send thank you e-mails, thanking and congratulating employees who successfully complete all kinds of important projects.

BAUSCH Health refreshed kitchen equipment with utensils that have the Best Workplaces 2021 logo #1. It is also worth mentioning that all employees received as a gift, a T-shirt and a thermos with the Best Workplaces 2021 #1 logo and the word 'Thank you'

» Corporate provisions and initiatives

Healthy Snacks

We provide everyone free soft drinks, snacks, fruits, cheeses, healthy cookies and toasts, cereal bars, teas and coffee. We have included healthier snacks in the kitchen, to consolidate the philosophy for a better life and well-being.

Employees Birthdays Celebration

For the birthdays of the employees the company organizes light lunches and mini office parties, offering cakes and personal gifts.

Corporate Meals

Before the summer and Christmas holidays, farewell meals and events are organized, with all the employees and their families.

Farewell party on employee's leave

On resignation, BAUSCH Health Hellas organized a farewell surprise party, offering sweets, gifts and wishing cards from the management and other colleagues.

Team building activities

In the "semestrial cycles" the company organizes Team Building activities, to boost the companionship, friendship, positive relations, good sportsmanship, and team playing.

Bausch+Lomb contests

Bausch+Lomb contests are organized for all company employees, through a survey Monkey questionnaire with 20 questions that concern the company and the products. The 1st colleague that completes the questionnaire with 100% correct answers is the winner. In 2021 indicatively, the winner won a dinner in the restaurant of his/her choice for **2** persons, with € **100** value.

Organizing corporate athletic event

Running and basketball races, which enforce the colleagues' relationships, cultivate the family spirit in the Company and boost the work-life balance. BAUSCH Health covers all the participation expenses.



Discounts to products

BAUSCH Health Hellas offers free of charge or at a significant discount to all employees, the corporate products, such as contact lenses, eye drops, food supplements, products for colds, sore throat and nose. Employees receive price lists with prices below the wholesale (40% to 60%), for medical devices, ophthalmology products, food supplements and cosmetics.

Corporate Car

We offer a corporate car for a business and personal use with unlimited mileage 365 days a year. 60 employees of the company from the total of our have a corporate car.

Fuels and Toll Costs

We cover the fuels and toll costs in Attiki Odos, for all employees, for the arrival and departure from the offices, as also the cost of a car washing (once time per month).

Corporate Smartphones

We subsidize devices depending on employees' desire up to € **200**, offering them free data and minutes. In particular, **61** persons (90%) out of **68** employees have a corporate smartphone device.

Summer Kit for safe holidays

We distribute to all employees a summer kit that contained sunscreen, mosquito repellent, first aid products in a stylish case.

Back to school support

“Back to school gift bag” - **€30** gift certificate from Public or PLAISIO, per child for the children of employees who go to school (Primary to High School) and offering to the kindergarten children a symbolic gift with drawing blocks, markers, crayons and plasticine.

Christmas gift certificate of €60, per employee

Subsidy of **€500**, “Plaisio Gift Card”, for the purchase of a laptop - printer or other equipment, for the children of employees who are admitted to university, through the nationwide exams.

Corporate Pharmacy

We keep corporate pharmacy, under the advice of the occupational doctor, to meet the needs of our employees in any emergency minor illness or accident.

Corporate tablets and laptops

All employees have corporate laptop, **47** people from the Sales team, higher rank and Marketing have tablets.

Travel and subsistence allowances for business trips abroad

38 people have compensation in the form of ticket restaurant.

Valentine’s day celebration

The company offers cakes to all employees to celebrate that day.

International Women’s Day

Every year BAUSCH + LOMB honors all women in the company as ambassadors of gender equality.

BAUSCH + LOMB supports the #Chooseto challenge action

On March 8, 2021, the company celebrated International Women’s Day by sending a representative photo of the women, to get the message across “From challenge comes change, so let’s all choose to challenge”

Personnel well-being

Offering flu vaccines to all employees and their first-degree relatives. Distributions of masks and antiseptic sprays in frequent base, for all the employees, for their protection, since Covid-19 period.



» Support employee growth and well-being



SUPPORT THE EMPLOYEES' REINCORPORATION

BAUSCH Health supports employees to reincorporate after serious health issues (coverage of medical expenses).

ADVANCE PAYMENTS

BAUSCH Health supports employees that need advance payments, with return of it from the next 4 payments.

SUPPORT ALL PHASES OF THE PERSONAL AND SOCIAL EMPLOYEES' LIFE

BAUSCH Health supports new mothers by offering bouquets and stays close to its employees in case of relative's death.

SUPPORT SPECIAL ADDITIONAL LEAVES

BAUSCH Health offers special additional leaves for widowhood, diseases, births and weddings.

BABY SHOWER ... REMOTELY

BAUSCH Health Hellas shows in practice great respect and support for working pregnant mothers. Before their maternity leave, the company always organizes a baby shower party in the office, with cakes and gifts for the mother-to-be.

» Work-life balance

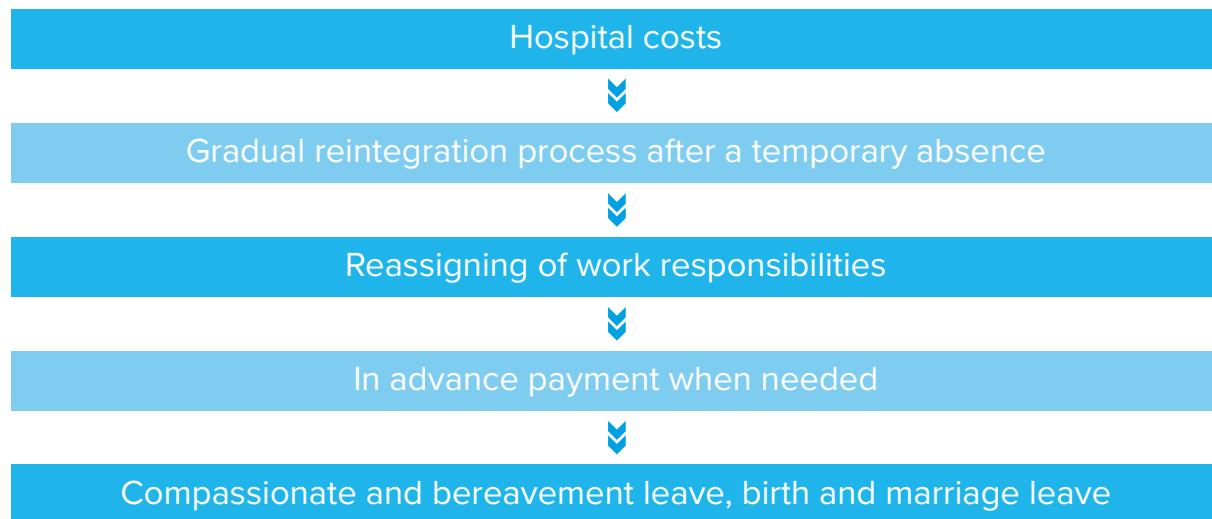


In BAUSCH Health we care and take for our employees. We believe that our corporate success mainly comes from them. Our purpose is to create an excellent working environment, which is fair, meritocratic, safe and oriented to our people’s development and prosperity.

- Flexible employee leaves policy
- Flexible employee licenses (Spring, Autumn)
- Three continuous weeks of summer holidays
- 10-day continuous Christmas holidays
- Extra employee leaves for exams and training programs
- Use of parental leave in case of child’s illness
- “Early Friday”, where our employees can leave earlier
- Casual dress code on Friday
- “Bridge days off”, on national holidays
- Medical coverage of all our employees and their protected members
- Hospital insurance program in collaboration with Euroclinic and MetLife Group (the program includes employees, their families and relatives)
- Full and free optical metric, ophthalmological examination, by scientific partner - optometrist of the company
- Medical examinations are provided to all workers
- Health & Nutrition days offering, to everyone employees and their families, seminars. All of the employees have access to an individual appointment, medical examination and course of treatment
- Different customized plans for puerperium, based on the different needs of every woman (different days of leave, flexible working hours)

» Support

Based on our values, we support our employees when they have to deal with personal difficulties, emergencies and/or family health problems. We undertake



» Sport initiatives



To improve the physical health of our employees and strengthen team bonding, we introduced the initiative of a “Running team” to participate in running events in Athens and Thessaloniki.



An equally successful initiative for our employees is the “All One Team Basketball Game” where basketball teams formed by all departments participates in a basketball match which brings together our employees and their families, in a relaxing and entertaining sports event.



The Company organizes gymnastics sessions to its employees. During COVID-19 period, the sessions were online.



Walks between small groups, in a park outside the offices were also organized though.

Diversity, inclusion and equal opportunities

This material references Disclosures 103-2 and 103-3 from GRI 103: Management Approach 2016, 405-1 and 405-2 from GRI 405: Diversity and Equal Opportunity 2016

We value diversity as a variety of different perspectives, increased creativity, innovation and economic performance, respecting all kinds of diversity. Moreover, we encourage and support an inclusive working environment. In our company, the Regulatory Affairs Director, is responsible for matters relating to diversity.

BAUSCH Health Conduct are incorporated in our corporate governance framework and reflect the core principles of human rights, that ensure labor rights and equal opportunities, while combating any kind of gender discrimination and prohibits any discrimination e.g. in relation to color, ethnicity, religion, disability, sexual orientation, age and family or social status.

Furthermore, since October 2020, a global internal electronic newsletter, entitled “Diversity & Inclusion”, has been addressed to employees in all countries. Its purpose is to inform for the latest related corporate news with diversity and inclusion themes and provide a source for further information on a variety of relevant topics.

By creating a workplace with no discrimination, we enjoy great advantages, strengthen our corporate values, enhance our reputation as employers, attract and retain talent, provide greater motivation to existing employees and foster innovation.

Our remuneration policy is fair and equal for all our employees, the wage policy is defined through a benchmark methodology for salaries, according to the positions in the pharmaceutical industry and an evaluation of the importance of responsibilities for each position. For example, the average gross salary for men is €2.976 and for women, the average is €2.525, which shows wage equality.

BAUSCH Health Hellas applies the “Job Matrix” rating system, for all employees. The system prioritizes the importance of each job, which is used as a criterion for determining the company’s payroll policy. We also implement a Bonus System, which is meritocratic and transparent, in terms of financial benefits and non-gender discrimination. The annual Bonus System is communicated by the Financial Department to the Sales Managers, via internal emails and is presented during the company’s interdepartmental meetings, at the beginning of the year.



» Performance

• Diversity of governance bodies

Gender	2020						2021					
	Men		Women		Total		Men		Women		Total	
	No	%	No	%	No	%	No	%	No	%	No	%
BoD	2	66.7	1	33.3	3	100	2	66.7	1	33.3	3	100
Leadership Team	4	80	1	20	5	100	4	80	1	20	5	100

Age Group	2020								2021							
	<30		30-50		>50		Total		<30		30-50		>50		Total	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
BoD	0	2	-	66.7	1	33.3	3	100	0	-	2	66.7	1	33.3	3	100
Leadership Team	0	2	-	40	3	60	5	100	0	-	2	40	3	60	5	100

• Diversity of employees

Gender	2020						2021					
	Men		Women		Total		Men		Women		Total	
	No	%	No	%	No	%	No	%	No	%	No	%
Leadership Team	4	5.6	1	1.4	5	7.1	4	5.9	1	1.5	5	7.4
Senior Executives	10	14.1	6	8.5	16	22.5	10	14.7	6	8.8	16	23.5
Employees	38	53.5	12	16.9	50	70.4	34	50.0	13	19.1	47	69.1
Total	52	73.2	19	26.8	71	100	48	70.6	20	29.4	68	100

Gender	2020								2021							
	<30		30-50		>50		Total		<30		30-50		>50		Total	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Leadership Team	0	-	2	28	3	4.2	5	7	0	-	2	2.9	3	4.4	5	7.3
Senior Executives	0	-	9	127	7	9.9	16	226	0	-	9	13.2	7	10.3	16	23.5
Employees	2	2.8	33	46.5	15	21.1	50	70.4	1	1.5	36	52.9	10	14.7	47	69.1
Total	2	2.8	44	62	25	35.2	71	100	1	1.5	47	69.1	20	29.4	68	100

Social contribution

» Local community engagement and support

Bausch Health's long-term success is linked directly to our ability to make a difference in the communities where we live and work — and there was never a greater need for us to do so than in 2021.

Being actively involved in the life of the local communities, where we operate and making an active contribution to their needs, is an integral part of our business philosophy. This is demonstrated by the support and contribution we offer to the holistic development of society, in the following key areas:

Support of social actors

Development of the local market

Corporate responsibility is at the core of our identity, as we believe that the provision of modern, integrated and safe health services to all our fellow citizens, is a basic social good.

» Social contribution initiatives



Our activity in the field of health contains the value of offering to society as a whole, hence we developed the CSR program, “Συμβάλλω” (“Symvallo” means “to contribute” in English), as part of our corporate philosophy and professional culture. “Symvallo” started in 2016, focusing on our fellow citizens and with the ambition to leave its social footprint in Greece. We continuously monitor the social needs in Greece and subsequently, design,

propose, and implement initiatives and actions of social contribution, in relation to our values and philosophy.

During 2021, and due to the COVID-19 pandemic our volunteers did not participate physically in relevant events, however BAUSCH Health Hellas and its employees helped the NGO “Smile of the Child” with the supply of clothing for the children and furniture for the home at Mellissia.

Nevertheless, the management along with the employees are willing to re-activate events with physical presence, when the conditions will allow it. The program does not aim to be a set of ad hoc actions, but a system of actions that will be developed consistently and based on a central philosophy of the company, to meet a wide range of existing and essential social needs. Finally, most of our actions have been developed, encouraging employees to participate in them, with special added value for themselves.

“Blood Bank” of BAUSCH Health Hellas Employees

Hospital in Athens and General Hospital Hippokratio, in Thessaloniki. The voluntary blood donation of our people takes place on a team basis, upon invitation, or request.

Currently, there are **11** volunteers who address emergencies that may arise for employees and their families. The company aims to increase the number of Blood-donators employees up to 30 in the following years. Employees located outside Athens and Thessaloniki, can visit any hospital in Greece, any time they wish, and donate blood for the BAUSCH Health Hellas Blood Bank.



Free precautionary Ophthalmologic Check by BAUSCH Health

Employees in BAUSCH Health Hellas Ophthalmology department, in collaboration with organizations, such as the Greek Association of Optometry and Optics, “Ark of the World” and “The Smile of the Child”, have offered free precautionary Ophthalmological examination to vulnerable social groups and the company provides non-drug products, where needed.

Support to the NGO “Smile of the Child”



BAUSCH Health Hellas supports the NGO “Smile of the Child”. Already from 2017, we have organized initiatives that included a complete optometric examination and check-up for the children, renovation of venues and donation of necessary furniture and equipment also a Christmas party for the children of the “Smile of the Child” in Melissia, Attica. This continues until now and according to the period (Covid-19 or non-covid), we support the NGO in a different way, but always next to the children.

Support to the Race for the Cure



Since 2019, Bausch + Lomb company is supporting this race organized by the Panhellenic Association of Women with Breast Cancer, the “ALMA ZOIS”. All volunteering employees and their family have the chance to participate in the Race for the Cure, every year.



“Embracing Life”

On the occasion of the Easter days of 2021, we decided to donate to the charity association “The Hug” and to participate in the Material Support Program "Embrace Life", contributing to the purchase of basic necessities for infants and school children (up to 14 years old).

» Social contribution initiatives

Participation in the “Pillow Talk” charity campaign

In November 2021 we participated in the Pillow Talk charity initiative. It is a campaign that offers an encouraging hug to those who need it most, focusing on children suffering from diseases, such as cerebral palsy, childhood cancer, orphans, through art that has a reinforcing effect on healing but also on optimism, hope, companionship and imagination.

The campaign is implemented by sending a “Bearhug” gift box, which contains a pillow, with a printed teddy bear on it. BAUSCH Health Hellas bought and donated “**50 Pillow Talk Patron**” (50 hug bears) to the NGO “The Smile of the Child”.

Disease Awareness Campaign “MyChoiceMyLife”

In the context of new obesity treatment in the Greek market, we have developed a campaign, under the name “**mychoicemylife**”. Obesity has taken epidemiological extent and we believe that a public awareness campaign on the prevention and tackling obesity is necessary. The initiative aims to provide people with meaningful knowledge to understand that obesity is a disease, to reduce the number of obese and overweight people in society but, above all, to develop free thinking and personal choices, regarding the management of body weight.

The central idea of the campaign is that everyone can make simple and small changes, always with the appropriate medical guidance, thus leading to great results in body weight control. One of the main ambassadors of “mychoicemylife” campaign messages, has been the journalist Ms. Eleonora Meleti, who has been personally engaged and taken action, calling on patients to raise awareness regarding obesity. To maximize the impact of our campaign, we developed an online activity on social media, in which patients are actively involved.



In 2021, the campaign continued dynamically, through the dedicated website (www.mychoicemylife.gr), the Facebook page, but also via a variety of communication actions, in digital and traditional media, including television and radio messages, online updates on important websites and social networks.

Moreover, we have collaborated with health and social institutions and young ambassadors, such as the well-known chef, Ms. Argyro Barbarigou, to sensitize the community on this major medical issue. Through social pages and the website of the campaign, more than **2.5 million citizens** have been informed in Greece, a similar campaign took place in Eastern Europe by BAUSCH Health where 20 million citizens were informed.

“World Pharmacists Day”

Moreover, the company, participated on the “World Pharmacists Day” in an awareness action, “Come to the Pharmacy - Ask Your Pharmacist”, under the auspices of the Thessaloniki Pharmaceutical Association (Northern Greece). In a large virtual pharmacy, we set up our booth providing to visitors specialized advice and information on obesity treatment. BAUSCH Health Hellas organizes the “Obesity Schools”, to inform and raise awareness on issues around obesity and knowledge of new treatment options, for Health Professionals, throughout Greece.

“Vlepo Osa agapo” (“I See What I Love!”)



Disease awareness campaign on Age-related Macular Degeneration, under the auspices of the Hellenic Vitreous-Retinal Society (GVRS). For the 1st time in Greece, Bausch Health implemented a Disease Awareness campaign on Age-related Macular Degeneration, entitled “I See What I Love”. The campaign is carried out under the scientific auspices of the Hellenic Vitreous-Retinal Society (www.gvrs.gr), with the knowledge of retinal and macular diseases in Greece. Age-related Macular Degeneration (AMD) is the main cause of irreversible vision loss throughout the developed world and in Greece.



» Governance

This material references Disclosures 102-2, 102-3, 102-4, 102-6, 102-7, 102-9, 102-13 and 102-16 from GRI 102: General Disclosures 2016

Corporate Governance

BAUSCH Health Hellas believes in visionary and inspiring leadership aiming to create leaders among employees at every management level.

Efficient corporate governance constitutes an important aspect of the company towards achieving its business goals and corporate mission, as well as creating a **great place to work**. Also, a solid and clear code of conduct contributes to the formalization of the proper operation individually and collectively through a series of standards that cover 12 key corporate areas.

The stewardship of sustainable development is designated to the Management Team , while the General Manager is involved highly in the decision making . Moreover, the General Manager approves and proposes further **improvement and innovative initiatives**.

» Composition of the Board of Directors

The Board of Directors is the highest governing body of the company and consists of three members. Their tasks include the development of the long-term strategy that defines the business operation of the company, making decisions on all matters concerning the management of the company and as well as the responsibility of exercising full and effective control over all our operational activities.

Iakovos Michalitsis



General Manager Greece, Cyprus & Malta

.....

Michael Kondylis



Regulatory Manager Greece, Cyprus & Malta

.....

Masa Benko



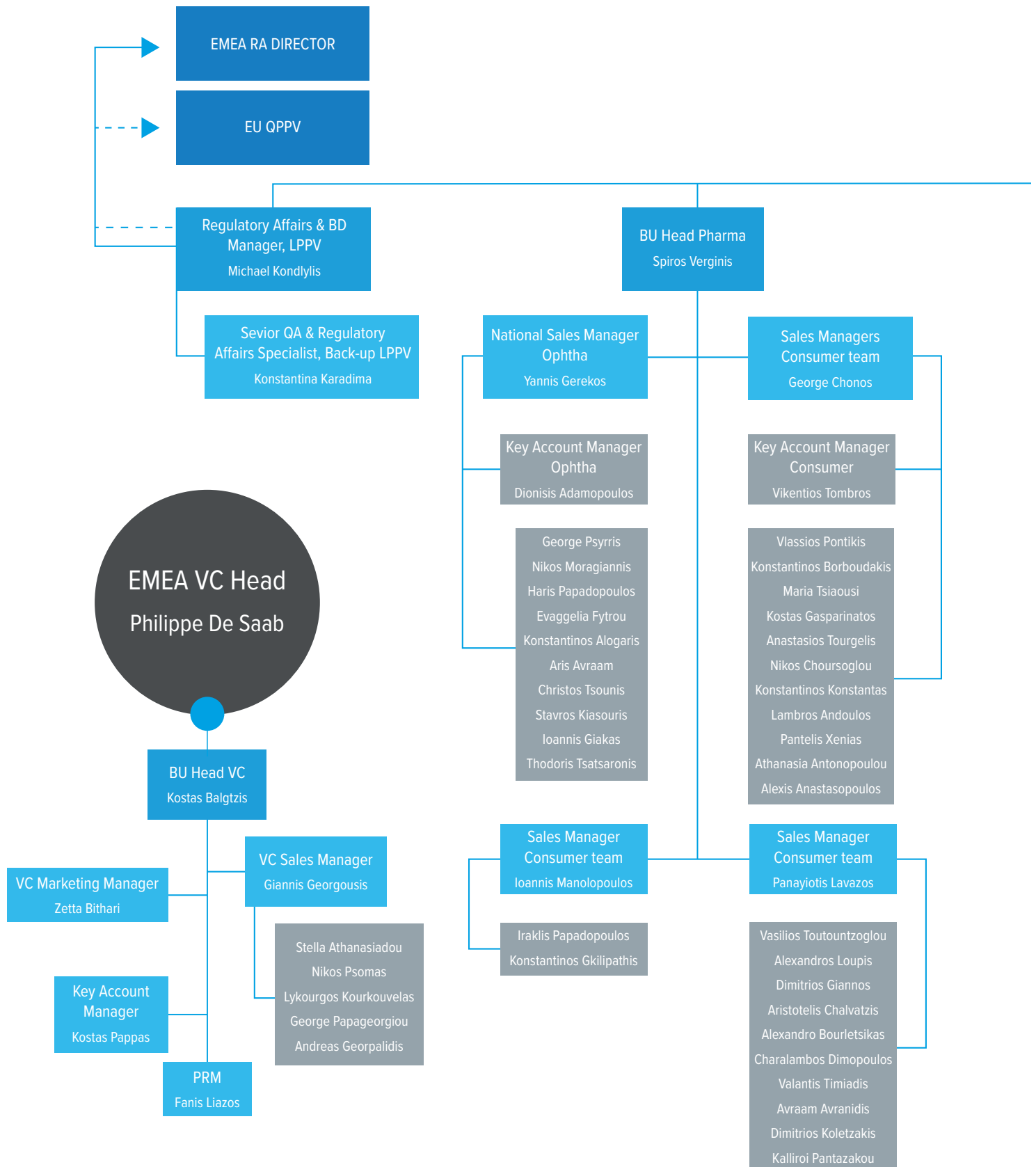
Regional Finance Manager for Vision Care Europe
at Bausch Health Companies Inc.

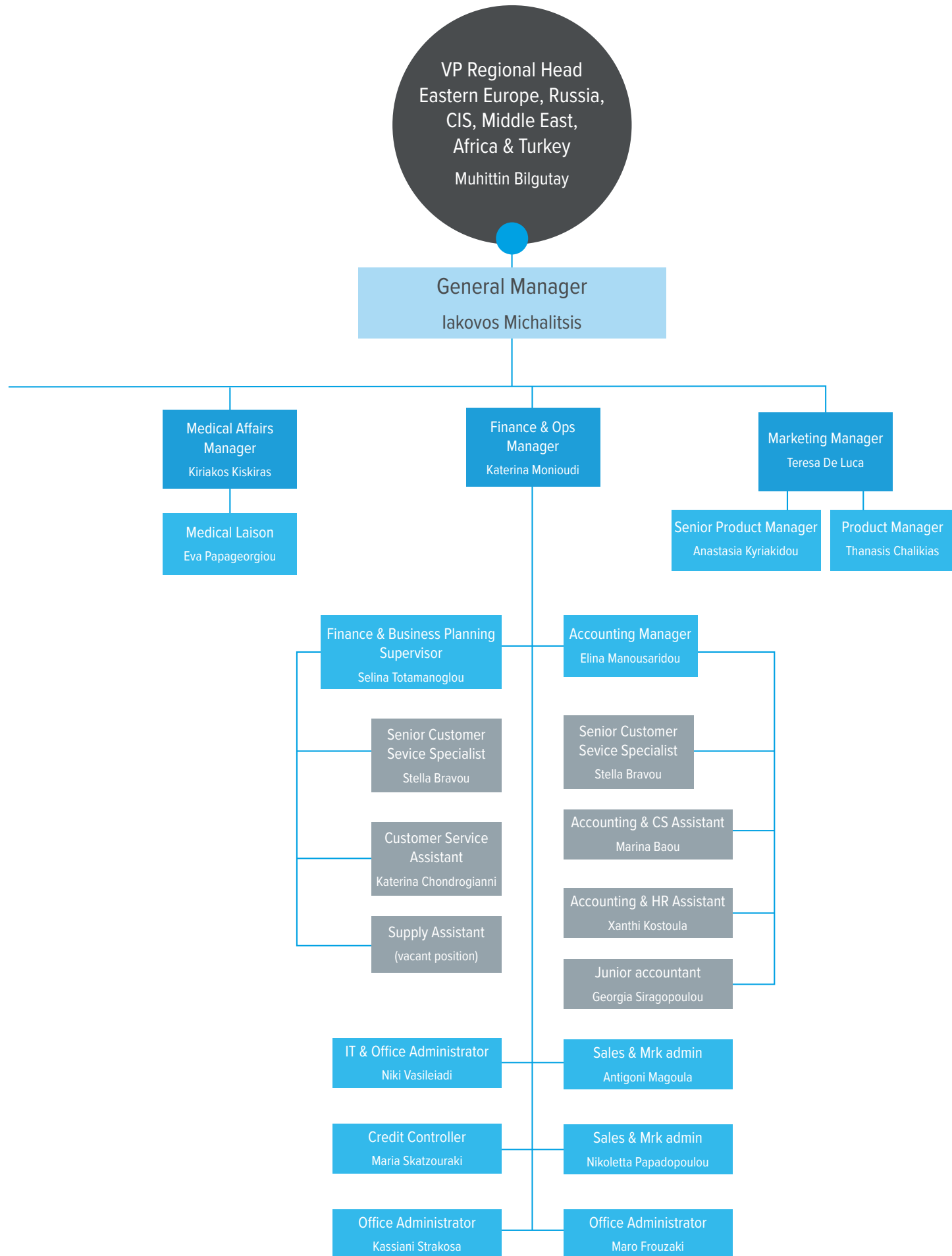
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» Leadership team

The Leadership Team supports the work of the Board of Directors in making decisions for the development of the company and manages the day-to-day issues regarding the employees of all departments with the ultimate goal of the smooth operation of the company. Additionally, the Team has overall responsibility for overseeing the business strategy and the achievement of the business goals set in the context of the corporate strategy.

» Organizational Chart





Business Ethics

BAUSCH Health Hellas has developed a compliance procedure, which is based on continuous regulation training of the company's Standard Operating Procedures (SOP), the Travel and Expenses (T&E), the reporting requirements and the corporate procedures, related to healthcare compliance.

In BAUSCH Health Hellas, we have a zero-tolerance policy regarding compliance issues, focusing on the maximum level of performance and transparency.

Our activities are aligned with the Greek regulations, regarding enhancing the level of internal business controls and establishing consistency of processes, through the BAUSCH Health affiliated entities, in Europe, the Middle East and Africa (EMEA) region. Foreign Corrupt Practices Act (FCPA) compliance, Anti-corruption and Disbursement Policy, Standards of Business Conduct, the Mock-ups and Artworks Approval and Business Ethics Reporting Policy, are some of the policies that are in effect.

Moreover, as a responsible company, we work together and follow the business norms of the trade associations Hellenic Association of Pharmaceutical Companies (SfEE), Hellenic Association of Self Medication (EfEX) and Association of Health-Research and Biotechnology Industry (SEIV).

BAUSCH Health Hellas is committed to complying with all laws and regulations which govern our operations. Based on our values and our corporate policies, we have set procedures to prevent bribery incidents and to ensure that any third party, with which we engage, will act accordingly.

Corporate policies are designed to guide employees, agents and contractors, according to legal and ethical standards in the region/country relating to most common activities and at the same time to enhance compliance.

Code of Conduct

.....
Business Ethics Reporting Policy

.....
Insider Trading Policy

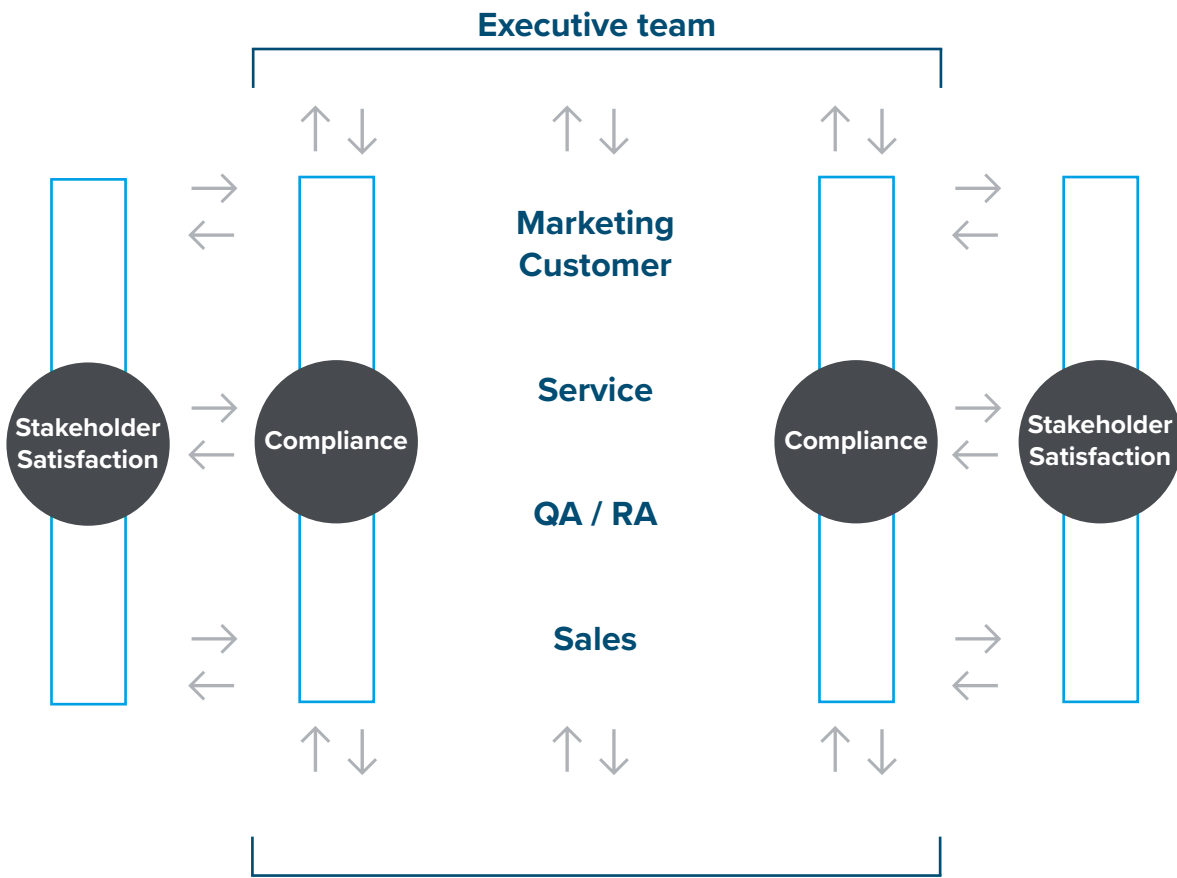
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Blackout Policy

Anti-Corruption, Antibribery and Transparency

At **BAUSCH Health Hellas**, we developed the Quality Anti-Bribery Management System to fulfill the needs of all stakeholders and meet quality, regulatory and compliance requirements that result from the Greek and European regulations and corporate SOPs, policies, trade associations' codes of ethics, and ISO Standards. Quality Management System development is based on the requirements of the ISO 9001:2015, the Guidelines of Good Practice in Medical Devices Distribution YA 1348, the ISO 37001:2016, the Global AntiBribery Policy, the Blackout Policy, the Business Ethics Reporting Policy, the Corporate Disclosure Policy, the Insider Trading Policy, the Standards of Business Conduct, the SfEE code of Ethics, the EfEX code of Deontology and the SEIV code of Deontology.

The scope of application of the ISO 37001: 2016 standard (Anti-Bribery Management System), concerns the marketing and distribution of pharmaceuticals, cosmetics, medical devices products and food supplements. The ISO Certification helps our company to address bribery risks and improve our ability to detect potential risks. Furthermore, it enhances the information and awareness of our employees and external stakeholders, regarding the consequences of bribery, promoting the culture of combating it.

During 2021, BAUSCH Health Hellas has not identified any corruption or bribery issues therefore no penalty has been imposed.



» Disclosure of Transfers

BAUSCH Health Hellas actively promotes transparency and has zero-tolerance towards corruption. By publishing the Disclosures of Transfers to Healthcare Professionals (HCPs) and Healthcare Organizations (HCOs), as provided by the European Federation of Pharmaceutical Industries and Associations (EFPIA) and the Code of Conduct of the Hellenic Association of Pharmaceutical Companies (SfEE), we ensure timely information and create the required awareness on the issue, publicly disclosed on our website.

All interactions and transfers of value to HCPs, HCOs and Patient Organizations are taking place according to our internal SOPs and Policies, local laws and regulations, and the rules imposed by the Pharma Associations of which we are members. Our commitment to Ethics, Compliance and Transparency is declared through our company's Code of Conduct and core values and is sealed by our certification according to the Antibribery ISO37001.

» Performance

• Transfers to healthcare professionals

	Transfers		Recipients	
	2020	2021	2020	2021
Registration Cost to Events	1.437 €	4.656 €	6	11
Travel and Accommodation Expenses	-	2.523,30 €	-	3
Fees for Consulting Services	27.099 €	16.220 €	37	18
Total	28.536 €	23.399,30 €	43	29

• Transfers to Scientific Health Institutions

	2020	2021
Donations and Sponsorships	-	-
Sponsorship Total Contract/ Third Parties	88.488 €	101.444 €
Registration Cost	41.969 €	58.014,80 €
Travel and Accommodation Expenses	34.190 €	-
Fees for Consulting Services	-	-
Total	164.647 €	159.458,80 €

• Transfers to Research and Development

	2020	2021
Research and Development	-	48.973,77 €

» Disclosure of Transfers

• Supported Organizations | 2021

- Hellenic Society for the Study of Ocular Inflammations and Infections
- Hellenic Society of Clinical Psychopharmacology
- Hellenic Atherosclerosis Society
- Greek Vitreo-Retinal Society
- Hellenic College of Pediatricians
- Hellenic Society of Intraocular Implant and Refractive Surgery
- Hellenic Medical Association for Obesity
- Hellenic Ophthalmological Society
- Hellenic College of Ophthalmology
- European Society Diabetes Metabolic Syndrome Obesity
- Institute of autoimmune systems and neurological diseases
- Hellenic Ophthalmological Society of Northern Greece
- Ophthalmological Society of Western Greece & Peloponnese
- Ophthalmological Society of Thrace, East Macedonia and North Aegean
- Ophthalmological Society of Central Greece
- Ophthalmological Institute of Athens
- Panhellenic Society of Otorhinology Head and Neck Surgery

Corporate data protection

BAUSCH Health Hellas complies with the General Data Protection Regulation (GDPR) requirements, having modified its internal procedures to fully comply with the legislation, conducting an email communication to its stakeholders and training its employees to respond to new operational conditions.

During 2021, BAUSCH Health Hellas has not identified any non-compliance issues and there was no penalty regarding GDPR issues.

In the course of our business, BAUSCH Health Hellas collects and uses information relating to consumers, patients, health care professionals, employees, vendors, and others. The collection and uses of such information are subject to strict regulation aimed at protecting the privacy of all our partners and individuals. For this reason, we have set our Data Privacy Policy establishing appropriate privacy protections for personal information. The Data Privacy Policy specifies the relevant business

purposes of the data collection and establishes the procedures of implementation and compliance with the policy. Moreover, relevant roles and responsibilities have been specified to ensure that all parties have access to the provided information and are aware of the data privacy and protection provisions.

Operational Excellence | Global Health and Patient Care

» Product safety, quality

As quality stewards, we integrate quality into our global processes to drive continual performance improvements. We do this by partnering with internal and external stakeholders to attain and sustain E2C (Effectiveness, Efficiency, Compliance) quality with the following objectives:

Ensure the implementation and continuous improvement of robust quality systems.

Utilize quality sciences and learning to drive operational excellence.

Deliver consistent products and services to our customers.

Achieve and maintain sustainable compliance for all operating sites and functions.

Build a learning organization that can drive and sustain a robust quality culture marked by continuous improvements and excellence.

• E2C Defined



Consistently meet or exceed customer requirements with robust quality systems to deliver products and services that are available when needed, price competitive, safe and effective.



Achieve operational excellence by right-first-time design, execution and optimization of resources and lean processes.



Achieve operational excellence by right-first-time design, execution and optimization of resources and lean processes.

» Certifications



Decision No. 1348/04 of the Greek Ministry for Health and Welfare

This certification confirms that the system of “Principles and guidelines for responsible trade distribution of Medical Devices in the field of Ophthalmology and Otolaryngology, Patches and Aesthetic Medicine and Dermatology Products” of the company is in accordance with the corresponding Greek regulation.

¹Report No. GR-2809/2020.



ISO 37001:2016 Anti-bribery Management System

BAUSCH Health Hellas is the first pharmaceutical company in Europe and the third Greek company that has been certified for anti-bribery. The certification was awarded by TÜV HELLAS (TÜV NORD) for the completion of the inspection and certification process, in accordance with ISO 37001: 2016..

²Certification No. 066 17 0006 - Audit Report No. AMS-0006/2020.



ISO 9001:2015 Quality Management System

This certification confirms that the system of “Principles and guidelines for responsible trade distribution of Medical Devices in the field of Ophthalmology and Otolaryngology, Patches and Aesthetic Medicine and Dermatology Products” of the company is in accordance with the corresponding Greek regulation.

⁴Report No. GR-2809/2020.

» Responsible Marketing

We ensure that the ethical promotion of our products is achieved through the compliance of the Five Principles Code of Sales and Marketing Integrity, namely:



These principles reflect our belief that caring for patients, should be based solely on each patient’s medical needs, on medical knowledge and experience. Moreover, we are convinced that ethical business practices are a significant key to our company’s success. Even if complying with this Sales and Marketing Code occasionally results in loss of revenue, such “cost” is the best investment we can make in solidifying our company’s reputation as an industry leader and an organization with an uncompromising commitment to integrity.

» Pharmacovigilance, Materiovigilance and Complaints Management

High standard customer service and client satisfaction are of top priority for the successful operation of our business, and therefore we have set a vigilance mechanism to timely receive product complaints and/or be informed of adverse events.

Particularly, we monitor if our operation complies with regulations; we capture information that improves the quality of our products, and we ensure that the continuous safety and efficacy of our products is maintained to protect patient welfare.

Product complaints and/or adverse event reports can be communicated through all the channels (i.e., telephone, fax, email, letter, or social media).

All employees are trained to be alerted on issues and aware of official procedures. All adverse events and product complaints are directed to, and managed by, our corporate departments and the health authorities, when required, according to all applicable laws and regulations.

» Sustainability Frameworks

GRI Content index

GRI Standard	Disclosure	Report Section/Reference	Page	
GRI 101: Foundation 2016				
ORGANISATIONAL PROFILE				
GRI 102: GENERAL DISCLOSURES 2016 (GRI: IN ACCORDANCE - CORE)	102-1 Name of the organisation	About this report		
	102-2 Activities, brands, products, and services	Our Profile Our Products and Services	10-11	
	102-3 Location of headquarters	Our Profile BAUSCH Health Hellas	14	
	102-4 Location of operations	Our Profile BAUSCH Health Hellas	14	
	102-5 Ownership and legal form	About this report	10-11	
	102-6 Markets served	Our Profile BAUSCH Health Hellas	14	
	102-7 Scale of the organization	Our Profile BAUSCH Health Hellas	14	
	102-8 Information on employees and other workers	Society : Our People Human Capital Management	40-41	
	102-9 Supply chain	Our Profile Supply Chain	20	
	102-13 Membership of associations	Our Profile Partnerships and Excellence	21	
	STRATEGY			
	102-14 Statement from senior decision-maker	General Manager Message	8-9	
	ETHICS AND INTEGRITY			
	102-16 Values, principles, standards, and norms of behavior	Our Profile Mission, Vision and Values	15-16	
	GOVERNANCE			
	102-18 Governance structure	Governance Corporate governance	76-79	
	STAKEHOLDER ENGAGEMENT			
	102-40 List of stakeholder groups	Our Approach to Sustainable Development Stakeholder Engagement	30-31	
	102-42 Identifying and selecting stakeholders	Our Approach to Sustainable Development Stakeholder Engagement	32-35	
	102-43 Approach to stakeholder engagement	Our Approach to Sustainable Development Stakeholder Engagement	32-35	
102-44 Key topics and concerns raised	Our Approach to Sustainable Development Stakeholder Engagement	32-35		
REPORTING PRACTICE				
102-45 Entities included in the consolidated financial statements	About this Report	10-11		
102-48 Restatements of information	No restatement of information	10-11		
102-50 Reporting period	1.1.2021-31.12.2021	10-11		
102-51 Date of most recent report	<i>This is the company's fifth Sustainability Report. Last report was published in 2020.</i>	10-11		
102-52 Reporting cycle	Annual	10-11		

GRI Standard	Disclosure	Report Section/Reference	Page
GRI 101: Foundation 2016			
GRI 102: GENERAL DISCLOSURES 2016 (GRI: IN ACCORDANCE - CORE)	REPORTING PRACTICE		
	102-53 Contact point for questions regarding the report	About this Report	10-11
	102-54 Claims of reporting in accordance with the GRI Standards	About this Report / Sustainability Frameworks : GRI Content Index / BAUSCH Health Hellas uses selected GRI Standards, or parts of their content, to report specific information, but has not met the criteria to prepare a report in accordance with the GRI Standards.	10-11
	102-55 GRI content index	Sustainability Frameworks GRI Content Index	90-91
	102-56 External Assurance	About this Report	10-11

Topic Specific Standards / Important Topics			
ECONOMIC PERFORMANCE AND GROWTH			
GRI 103: MANAGEMENT APPROACH 2016	103-2 The management approach and its components	Society : Our People Employee attraction and retention	23-25
	103-3 Evaluation of the management approach	Society : Our People Employee attraction and retention	23-25
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Society : Our People Employee attraction and retention	45
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Society : Our People Employee attraction and retention	58-61
EMPLOYEE TRAINING AND DEVELOPMENT			
GRI 103: MANAGEMENT APPROACH 2016	103-2 The management approach and its components	Society : Our People Employee attraction and retention	48-55
	103-3 Evaluation of the management approach	Society : Our People Employee attraction and retention	48-55
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Society : Our People Employee attraction and retention	53
	404-3 Percentage of employees receiving regular performance and career development reviews	Society : Our People Employee attraction and retention	54-55
DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES			
GRI 103: MANAGEMENT APPROACH 2016	103-2 The management approach and its components	Society : Our People Diversity, inclusion and equal opportunities	67
	103-3 Evaluation of the management approach	Society : Our People Diversity, inclusion and equal opportunities	67-69
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Society : Our People Diversity, inclusion and equal opportunities	68
	405-2 Ratio of basic salary and remuneration of women to men	Society : Our People Diversity, inclusion and equal opportunities	67
RESPONSIBLE USE OF RESOURCES			
GRI 103: MANAGEMENT APPROACH 2016	103-2 The management approach and its components	Environment Responsible use of Resources	36-39
	103-3 Evaluation of the management approach	Environment Responsible use of Resources	36-39
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Environment Responsible use of Resources	38
GRI 303: WATER AND EFFLUENTS '18	303-3 Water withdrawal	Environment Responsible use of Resources	38
GRI 306: WASTE 2020	306-3 Waste generated	Environment Responsible use of Resources	38
	306-4 Waste diverted from disposal	Environment Responsible use of Resources	38
EMPLOYEE HEALTH, SAFETY AND WELLBEING			
GRI 103: MANAGEMENT APPROACH 2016	103-2 The management approach and its components	Society : Our People Employee health, safety and wellbeing	56-59
	103-3 Evaluation of the management approach	Society : Our People Employee health, safety and wellbeing	56-59
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-6 Promotion of worker health	Society : Our People Employee health, safety and wellbeing	56-59

ISO 26000

In BAUSCH Health Hellas, we have a zero-tolerance policy regarding compliance issues, focusing on the maximum level of performance and transparency.

As a responsible business we adhere to the seven principles and communicate the available information for the base line year 2021 in the following table with references across the sections of our ESG Report 2021.

ESG REPORT 2021 / SUSTAINABILITY FRAMEWORKS / ISO 26000

Clause	Core subjects and issues	Reference	Page
4	PRINCIPLES OF SOCIAL RESPONSIBILITY CLAUSE 4		
4.2	Accountability	About this Report	10-11
4.3	Transparency	About this Report	10-11
4.4	Ethical behaviour	Our Profile - Our mission, vision and values Governance	15-16
4.5	Respect for stakeholder interests	Our Approach to Sustainability - Our stakeholders	30-35
4.6	Respect for the law	About this Report	10-11
4.7	Respect for International norms of behaviour	About this Report	10-11
4.8	Respect for human rights	Society : Our People - Diversity, inclusion and equal opportunities	67-69
5	RECOGNIZING SOCIAL RESPONSIBILITY AND ENGAGING STAKEHOLDERS CLAUSE 5		
5.2	Recognizing Social Responsibility		26-29
5.2.1	Impacts, interests and expectations	Our Approach to Sustainability - ESG Strategic Impact Framework - Our stakeholders	30-35
5.2.2	Recognizing the core subjects and relevant issues of social responsibility		
5.2.3	Social responsibility and an organization's sphere of influence		
5.3	Stakeholder identification and engagement	Our Approach to Sustainability - Our stakeholders	30-35
5.3.1	Stakeholder identification		
5.3.2	Stakeholder engagement		
6	SOCIAL RESPONSIBILITY CORE SUBJECTS CLAUSE 6		
6.2	Organizational governance	Governance - Corporate Governance	76-79
6.3	Human Rights	Society : Our People - Diversity, inclusion and equal opportunities	67-69
6.3.7	Issue 5: Discrimination and vulnerable groups		
6.3.9	Issue 7: Economic, social and cultural rights		
6.3.10	Issue 8: Fundamental principles and rights at work		
6.4	Labour practices	Society : Our People	40-69
6.4.3	Issue 1: Employment and employment relationships		
6.4.6	Issue 4: Health and safety at work		
6.4.7	Issue 5: Human development and training in the workplace		
6.5	The environment	Environment : Environmental Stewardship - Responsible use of Resources - Environmental initiatives	38
6.5.3	Issue 1: Prevention of pollution		39
6.5.4	Issue 2: Sustainable resource use		
6.6	Fair operating practices	Governance - Business Ethics - Anti-Corruption, Antibribery and Transparency - Corporate data protection - Operational Excellence Global Health and Patient Care	80-81
6.6.3	Issue 1: Anti-corruption		82-85
6.6.5	Issue 3: Fair competition		87-89

ESG REPORT 2021 / SUSTAINABILITY FRAMEWORKS / ISO 26000

GRI Standard	Disclosure	Report Section/Reference	Page
6	SOCIAL RESPONSIBILITY CORE SUBJECTS CLAUSE 6		
6.7	Consumer issues	Our Profile - Economic performance and growth	23-25
6.7.3	Issue 1: Fair marketing, factual and unbiased information and fair contractual practices	Our Approach to Sustainability - Our stakeholders	30-35
6.7.4	Issue 2: Protecting consumers' health and safety	Governance - Business Ethics	80-81
6.7.6	Issue 4: Consumer service, support, and complaint and dispute resolution	- Anti-Corruption, Antibribery and Transparency - Corporate data protection	82-85 86
6.7.7	Issue 5: Consumer data protection and privacy	- Operational Excellence Global Health and Patient Care	87-89
6.7.9	Issue 7: Education and awareness	Society : Social Contribution - Local community engagement and support	70-75
6.8	Community involvement and development	Our Profile - Economic performance and growth	23-25
6.8.3	Issue 1: Community involvement	Society : Our People - Employee health, safety and wellbeing	56-59
6.8.7	Issue 5: Wealth and income creation	Social Contribution - Local community engagement and support	70-75
6.8.8	Issue 6: Health		
6.8.9	Issue 7: Social investment	Environment : - Environmental initiatives	39
7	INTEGRATING SOCIAL RESPONSIBILITY THROUGHOUT THE ORGANIZATION CLAUSE 7		
7.2	Understanding the social responsibility of an organization	Our Profile - Economic performance and growth	23-25
		Society : Our People -Employee health, safety and wellbeing	56-59
		Social Contribution -Local community engagement and support	70-75
		Environment : - Environmental initiatives	39
7.4	Practices for integrating social responsibility throughout an organization	Our Approach to Sustainability - ESG Strategic Impact Framework	26-29
7.4.1	Raising awareness and building competency for social responsibility		
7.5	Communication on social responsibility	About this Report	10-11
7.6	Enhancing credibility regarding social responsibility	About this Report	10-11
		Our Approach to Sustainability - Our stakeholders	30-35
7.7	Reviewing and improving an organization's actions and practices related to social responsibility	ESG activities are monitored and evaluated internally, and the results are communicated to the management.	-
7.8	Voluntary initiatives for social responsibilities	Society : Our People -Employee health, safety and wellbeing	56-59
		Social Contribution -Local community engagement and support	70-75
		Environment : - Environmental Stewardship	36-37
		- Environmental Initiatives	39