

BAUSCH HEALTH COMPANIES INC.

POSITION DESCRIPTION CHAIRPERSON OF THE TALENT AND COMPENSATION COMMITTEE

1. GENERAL

This position description describes the appointment, role and responsibilities of the Chairperson (the “*Chairperson*”) of the Talent and Compensation Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Bausch Health Companies Inc. (the “*Company*”). This position description should be read together with the written charter of the Committee (the “*Charter*”), as such Charter may be amended from time to time.

2. OFFICE OF THE CHAIRPERSON

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

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

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

3. RESPONSIBILITIES OF THE CHAIRPERSON

3.1 Committee Leadership

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

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

3.2 Liaison between the Committee and Board Leadership

The Chairperson shall be the liaison between the Committee, and the Chairperson of the Board and/or the Lead Independent Director, as appropriate, each of the Company's management, compensation consultants and other outside advisors, promoting open and constructive discussions between members of the Committee and each of these parties.

3.3 Information Flow

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

3.4 Meetings of the Committee

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

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

3.5 Reporting to the Board

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

3.6 Composition and Annual Assessment

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

3.7 Annual Shareholder Meetings

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

3.8 Composition and Annual Assessment

On an annual basis, the Chairperson shall coordinate with the NCG Committee in following the process established by the Board for assessing the performance of the Committee. The Chairperson shall also solicit feedback on an informal basis to continually improve overall effectiveness of the Committee. The Chairperson shall provide feedback to each Committee member.

In consultation with the NCG Committee, the Chairperson shall make recommendations to the NCG Committee regarding the size, composition and membership of the Committee and provide input on succession planning in respect of their successor.

3.9 Other Responsibilities

The Chairperson shall perform such other functions:

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

Dated: July 26, 2022