

BAUSCH HEALTH COMPANIES INC.

BOARD DIVERSITY POLICY

Bausch Health Companies Inc. (the “*Company*”) believes in diversity and values the benefits diversity can bring to its Board of Directors (the “*Board*”). Diversity includes gender, gender identity, sexual orientation, disability, age, race, ethnicity, indigenous status, religion, business experience, functional expertise, culture and geography. The Company seeks to maintain a Board comprised of talented and dedicated directors whose skills and backgrounds reflect the diverse nature of the business environment in which the Company operates. Board diversity promotes the inclusion of different perspectives and ideas, and helps ensure that the Company has the opportunity to benefit from all available talent, which makes prudent business sense, helps maintain a competitive advantage and makes for better corporate governance.

The objective of this policy is to require the consideration of a wide range of attributes, competencies, characteristics and backgrounds, including the number of women on the Board, when reviewing the composition of the Board in the director nomination and re-nomination process. As part of this nomination and re-nomination processes, the Nominating and Corporate Governance Committee (the “*NCGC*”) will assess the attributes, competencies characteristics and backgrounds of the Board’s current directors in light of the needs of the Board, including the extent to which the current composition of the Board, including the number of women directors, is consistent with this policy.

The Company is committed to a merit based system for Board composition, which requires a diverse and inclusive culture where directors believe that their views are heard, their concerns are attended to and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated. When identifying suitable candidates for election or appointment to the Board, the Company will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board. Any search firm engaged to assist the Board or the NCGC in identifying candidates for election or appointment to the Board shall be directed to consider the desire of the Company to have its Board reflect a wide range of attributes, competencies, characteristics and backgrounds as contemplated by this policy. The Board has proposed to achieve and maintain a target of 30% diverse representation on the Board made up of female and minority representation.

The NCGC will oversee and annually evaluate the implementation and effectiveness, both as measured annually and cumulatively, of this policy in conjunction with its Board evaluation and nomination process.

This policy has been approved by the Board. The Board will review this policy at least annually and make any revisions it deems appropriate.

Dated: July 23, 2024