

Bausch & Lomb Corp (BLCO)

2026 DEF 14A · filed 2026-04-10 · CIK 0001860742

Headline facts

CEO TOTAL PAY

\$32,194,326

Brenton L. Saunders · 2025 · +35% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$50,904

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from BLCO's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
PSTV PLUS THERAPEUTICS, INC.	—	—	—	—
A AGILENT TECHNOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
ALC ALCON INC	—	—	—	—
DXCM DEXCOM INC	\$7,985,960	—	\$58,663	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brenton L. Saunders Chairman of the Board and Chief Executive Officer	\$1,600,000	\$23,778,578	\$4,000,000	\$15,750	\$32,194,326
Sam A. Eldessouky Executive Vice President and Chief Financial Officer	\$777,981	\$2,514,714	\$744,000	\$15,750	\$4,962,441
A. Robert D. Bailey Executive Vice President and Chief Legal Officer	\$767,942	\$1,714,561	\$673,200	\$27,250	\$3,632,951
Yehia Hashad, M.D. Executive Vice President of Research & Development and Chief Medical Officer	\$726,116	\$1,066,839	\$700,800	\$15,750	\$2,789,501
Andrew J. Stewart President, Global Pharmaceuticals and International Consumer	\$629,077	\$990,631	\$604,800	\$15,750	\$2,500,253

CEO pay mix (latest year)

Base salary	5%
Cash incentive	12%
Equity	83%
Other	0%
At-risk	95%

Every fact above, traced back to filing text

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Median employee compensation = \$50,904

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“Pay Ratio In accordance with the requirements of Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K (which we collectively refer to as the “Pay Ratio Rule”), we are providing the following estimated information for 2025: +the median of the annual total compensation of all our employees (excluding our CEO) was \$50,904; +the annual total compensation of our CEO was \$32,194,326; and +the ratio of these two amounts was 632 to 1. We believe that this ratio is a reasonable estimate calculated in a manner consistent with the requirements of the Pay Ratio Rule. Methodology for Iden...”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Goals are established each year by the Talent and Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy (the “Recoupment Clawback Policy”) in accordance with Rule 10D-1”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We also maintain the Anti-Hedging and Anti-Pledging Policies. The Anti-Hedging Policy generally prohibits officers, directors and employees from engaging in new hedging or monetization transactions with B+L Common Shares”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“None of our NEOs or directors holds our securities in margin accounts subject to margin sales or pledging as loan collateral.xNo repricing of underwater options — Repricing of stock options is expressly prohibited by our Omnibus Plan”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“share ownership requirements for our NEOs”