

Johnson & Johnson Approach to Volunteerism

Giving back is woven into the fabric of Johnson & Johnson. Employees of the Johnson & Johnson Family of Companies are committed to making a positive impact in the communities where they live and work, playing active roles in educational, civic, cultural and faith-based organizations.

The Company's Volunteer Support Program helps employees become involved and connected with volunteer efforts in their local communities. The program serves as a resource for employees by creating partnerships and relationships with local nonprofit organizations, coordinating volunteer days for Johnson & Johnson companies, groups and individuals, and recognizing excellence in volunteerism.

Johnson & Johnson also offers volunteer leaves and has policies in place for Certified Disaster Volunteers or otherwise qualified skills-based volunteers to request time off in order to participate when a non-profit Non-Governmental Agency (NGO) requests volunteers for a formally articulated need/opportunity.

Each year, the Johnson & Johnson Family of Companies celebrates the exceptional volunteer achievements of employees with Volunteer Recognition Grants awarded to the nonprofit organizations where these employees volunteer their time. These recognition grants reward employees who are highly engaged in community volunteer efforts that have a tremendous local impact.

To encourage community responsibility on an individual level, the Company's Matching Gifts Program supports employees in their charitable giving by matching donations to their nonprofits of choice— 2:1 for every one dollar an employee donates, and 1:1 for every one dollar a retiree donates, up to \$10,000 a year.