Human Rights and Anti-Modern Slavery Statement

For the fiscal year ended December 28, 2025

Introduction

This Human Rights and Anti-Modern Slavery Statement (the "Statement") has been prepared pursuant to the California Transparency in Supply Chains Act (2010), the UK Modern Slavery Act (2015), the Australia Modern Slavery Act (2018) (Cth), the Norwegian Transparency Act (2022) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023).

This Statement sets out steps that the Johnson & Johnson Family of Companies ("Johnson & Johnson" or the "Company" or "we" or "our") has taken to continually improve policies and due diligence to identify, assess and address human rights impacts— including fair working conditions, anti-modern slavery and child labor—in our own business operations and our supply base.

The Statement constitutes the disclosure for Johnson & Johnson's 2025 fiscal year ended December 28, 2025.

About Johnson & Johnson

Structure

Johnson & Johnson and its subsidiaries have approximately 138,000 employees worldwide engaged in the research and development, manufacture and sale of a broad range of products in the healthcare field. The Company conducts business in many countries around the world with the primary focus on products related to human health and well-being.

Operations

The Company is organized into two business segments: Innovative Medicine and MedTech. The Innovative Medicine segment is focused on the following therapeutic areas: Oncology, Immunology, Neuroscience, Pulmonary Hypertension, Infectious Diseases and Cardiovascular and Metabolism. The MedTech segment

develops and manufactures a broad portfolio of products used in the Cardiovascular, Orthopaedics, Surgery and Vision categories.

Supply base

Our global supplier network plays a vital role in our supply chain, enabling us to manufacture and deliver essential products and services to our patients and customers. Guided by Our Credo values, we aim to maintain collaborative relationships with a broad range of suppliers. The Company has approximately 39,000 suppliers globally[1].

Governance

Our Enterprise Human Rights Governance Council (EHRGC) leads our global approach to human rights due diligence and management, including fair working conditions, anti-modern slavery and child labor. EHRGC members are senior leaders representing key functions across our business, including the Global Sustainability Organization, Human Resources, Procurement, Office of the Chief Medical Officer, Government Affairs and Policy, Global Legal Organization, Corporate Affairs, and the Office of the Corporate Secretary.

Two members of the Johnson & Johnson Executive Committee—the Executive Vice President, Chief Human Resources Officer; and the Executive Vice President, Chief Technical Operations & Risk Officer—serve as executive sponsors of our human rights program. The Regulatory Compliance & Sustainability Committee of the Johnson & Johnson Board of Directors provides oversight of management's approach to human rights.

Policies & Positions

Our Position on Human Rights sets out our commitment to respecting internationally recognized human rights in our own operations and across our value chain, as provided in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Our approach is further guided by the United Nations Guiding Principles on Business and Human

[1] Reflects methodology updates to Johnson & Johnson''s procurement spend classification effective FY2025.

Rights, and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct.

Our Position on Human Rights outlines our commitments on fair working condition topics such as anti-modern slavery; child labor; freedom of association and collective bargaining; working hours and compensation; and safe and healthy working environments. Further to this, our Anti-Human Trafficking Policy prohibits the use of any forced or bonded labor in the manufacture of any product, or any component of a product, by or for any of our businesses; and our Employment of Young Persons Policy prohibits the employment of young persons (under the age of 18) anywhere in our business, other than in compliance with ILO Conventions 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety. Further information on our approach is also reflected in Johnson & Johnson's related Policies & Positions, including but not limited to our Position on Employment and Labor Rights and Position on Employee Development and Total Health and Well-Being.

Our Position on Responsible Supply Base outlines our expectation for our suppliers to share the commitments outlined herein and to uphold the standards covered in our Responsibility Standards for Suppliers (RSS).

Due diligence

We have due diligence processes and management systems in place to identify and address potential and actual human rights impacts, including fair working conditions, anti-modern slavery and child labor. We recognize that human rights due diligence is a process of continuous improvement, and we review and refine our approach on an ongoing basis.

Our workforce

We believe in upholding our employees' rights as individuals in the workplace and in helping them thrive and prosper. We apply our global Environmental Health & Safety management system and standards to ensure the safety of employees at our workplaces around the world and aim to support a workplace where everyone can thrive and return home safely at the end of the working day.

In 2025, we accelerated the rollout of our Human and Organizational Performance (HOP) program at our sites. HOP is a methodology that enhances our understanding of how individuals interact with their work

environment – including processes and procedures – to identify and address potential areas where human error could lead to safety risks.

Further to this, we are committed to compensating our employees fairly and to offering benefits that meet the needs of today's employees and their families. In 2025, we continued to implement an annual living wage assessment

Our supply base

Suppliers to Johnson & Johnson Companies are expected to uphold the Standards covered in the RSS and demonstrate they have policies and management systems in place to identify, prevent, mitigate and account for their potential or actual negative impacts on human rights in their own operations, supply base and business relationships—including fair working conditions, anti-modern slavery and child labor.

We encourage constructive engagement with our suppliers and aim to assist in building their capabilities in line with these Standards. Johnson & Johnson may disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to these Standards.

Through our Supplier Sustainability Program (SSP), we monitor, engage and collaborate with suppliers on environmental and social risks. Our SSP includes risk screenings, assessments, audits, and capability-building tools to identify, manage, and address environmental, human rights, and Environmental, Health and Safety (EH&S) risks in our supply base. We recognize that due diligence is a process of continuous improvement, and we review and refine our approach on an ongoing basis. For example:

- **Risk screening:** Johnson & Johnson Tier 1 suppliers were screened using a tech-enabled tool to evaluate risk across a range of potential human rights and environmental metrics—including fair working conditions, anti-modern slavery and child labor—using country and industry risk indicators.

- **EcoVadis assessments:** Assessments of our suppliers' environmental, human rights, ethics and sustainable procurement capabilities—including fair working conditions, anti-modern slavery and child labor—were administered through EcoVadis. These assessments were completed by suppliers identified as potential high risk, as well as strategic suppliers that represent high spend and/or high impact to Johnson & Johnson. EcoVadis assessments measure the quality of a

company's sustainability management systems, notably their policies, actions and results. Depending on the risk(s) identified in a supplier's EcoVadis assessment, further action may have been required. For example, low scoring suppliers must complete an EcoVadis re-assessment within a year, while higher scoring suppliers are required to repeat the assessment on a two- or three-year basis. In 2025, over 1,000 Johnson & Johnson suppliers completed EcoVadis assessments.

- **Environmental, Health & Safety (EH&S) audits:** We select suppliers for EH&S audits based on an overall risk assessment using EcoVadis scores, types of goods and services provided, and geographical location. New external manufacturers and new suppliers of Active Pharmaceutical Ingredients (APIs) or biologics located in a high-risk country are automatically selected for an on-site audit. All EH&S site audits are conducted using an audit protocol developed by the Pharmaceutical Supply Chain Initiative (PSCI), with Johnson & Johnson completing more than 130 supplier EH&S audits and technical visits in 2025.

- **Human Rights assessments:** We take a risk-based approach to human rights due diligence and carry out various measures and types of assessments to identify, prevent, mitigate and account for potential or actual human rights impacts. Our ongoing due diligence efforts have a strong focus on fair working conditions, notably potential modern slavery risks, in our supply base and include:
    - Onsite human rights audits conducted through an accredited external organization using the Sedex Members Ethical Trade Audit (SMETA) 4-pillar guidelines. The SMETA audit comprises labor standards, health and safety, environment and business ethics.
    - Other forms of assessments, investigations and stakeholder engagement, often working with third-party specialist human rights organizations, on potential high-risk commodities, procurement categories and/or supply chains.
    - Collaborative efforts across the industry, such as working with peer companies through our membership of the PSCI.

- **Conflict minerals:** As a member of the Responsible Minerals Initiative and in line with regulatory requirements, we remain committed to taking steps to determine the use, country of origin and source of tin, tungsten, tantalum and gold (3TG) in our global product portfolio. For more

information, see our Position on Conflict Minerals and SEC Filings (Form SD) on our Investor webpage for our latest annual Conflict Minerals Report.

In 2025, we continued our focus on improving our supply base due diligence in a range of areas including the environment, human rights and health and safety. For example, we initiated prioritized due diligence on procurement categories that were identified as potentially higher risk of modern slavery in a 2024 risk assessment. As part of this, in 2025, we helped shape a collaborative due diligence initiative among healthcare companies through the PSCI to conduct a Worker Voice survey of facilities management workers in 2026.

Grievance mechanisms

The Johnson & Johnson Our Credo Integrity Line provides a global, accessible channel for reporting concerns and is available 24 hours a day, 7 days a week, and in 24 languages. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law. We communicate the Our Credo Integrity Line so that employees and other stakeholders such as workers in our supply base can access this channel to raise grievances at any time.

Additionally, employees can report potential violations by telephone, e-mail or in person within their local business segment or to the Company's global internal audit & assurance, healthcare compliance, legal, security or human resources organizations.

Building knowledge and capabilities

Every Johnson & Johnson employee has a role to play in delivering on our commitment to respect human rights, including fair working conditions, anti-modern slavery and child labor.

Our Code of Business Conduct applies to all our employees around the world as well as identified contingent workers. The Code of Business Conduct is available in 27 languages and is designed to inform employees and contingent workers of relevant laws, Company policies and ethical standards to help identify risks and ensure compliant practices in every market where we operate. All Company employees and contingent workers are required to complete training on the Code of Business Conduct on a biennial basis and all new employees must complete training upon joining the Company.

This is supplemented by our Human Rights capability building tools and we provide training in responsible supply chain practices for Procurement employees.

External engagement

We engage with a range of internal and external stakeholders in our due diligence processes to identify, assess and address potential and actual human rights impacts—including fair working conditions, anti-modern slavery and child labor—and take consideration of rightsholders that are potentially more vulnerable to human rights impacts. We work with specialist human rights organizations to inform and support our approach to human rights and we participate in various external platforms to share insights and good practices across industry.

Monitoring

We recognize the importance that tracking effectiveness plays in supporting continuous improvement of our approach to respecting human rights, including fair working conditions, anti-modern slavery and child labor. Examples of monitoring activities we undertake are:

- Periodically reviewing our policies and positions to reflect our approach;
- Setting annual action plans, aligned to priority focus areas and overseen by the EHRGC;
- Strengthening due diligence processes and tracking metrics (e.g., suppliers completing EcoVadis Assessments; Our Credo Integrity Line inquiries and reports).

Conclusion

We are committed to continuous improvement in our efforts to identify, assess, and address human rights impacts in our own operations and in our supply base. As we make further progress, we will report on that progress through subsequent versions of this Statement and other disclosures.