

Position on Community Impact

Background

Corporations, by the very nature of their existence and activities, have an impact on our society and environment and play a role in the welfare and well-being of communities. Beyond their core business activities, corporations can also help create a better world and improve the quality of life for communities through additional strategic philanthropic initiatives that go beyond commercial activities. These initiatives typically complement a corporation's business engagement with society, communities and consumers through voluntary sharing of resources to support social causes and help meet societal needs that are not fully met via other channels. Such activities are intended to deliver benefit to society and not to yield direct commercial benefit to corporations. Such activities may include:

- Partnership initiatives to create platforms for social development and community capacity-building;
- Financial donations, grants and scholarships;
- In-kind donations of products, equipment or services;
- Investment of time through employee volunteering in local communities; and
- Targeted emergency support when disaster strikes.

This Position represents our overall approach to community impact and key areas of activity. See also our [Position on Disaster Relief](#).

Relevance

As the largest and most broadly based healthcare company in the world, reaching patients and consumers each day with our medicines, consumer health products and medical devices, Johnson & Johnson is an essential part of the fabric of society in communities around the world. We deeply care about the quality and well-being of our communities. Delivering access to healthcare through medicines, medical devices and consumer health products through our core business represents an essential contribution to community life. Beyond this, we believe we share a responsibility to use our reach and share our resources with partners in communities around the world to forge a healthier, more equitable future for all. Further, Johnson & Johnson employees live and work in the communities we serve and are passionate about engaging to offer support where they are able. They value working for a company that enables them to engage in communities, demonstrate good citizenship and make a meaningful difference to improving the quality of life in their local communities.

Guiding Principles

At Johnson & Johnson, we believe we are uniquely positioned to bring together science, people, technology and the ideas needed to profoundly change the trajectory of health for humanity. That scale and reach come with a huge sense of responsibility—and, every decision is anchored in [Our Credo](#) and our commitments to patients and all who use our products and services, to employees, to communities around the world, and

finally to our stockholders. Our community impact work is guided by our focus on patients and frontline health workers and the positive difference we can make on millions of lives the world over.

Our Position

At Johnson & Johnson, we believe good health is the foundation of vibrant lives, thriving communities and forward progress. That's why for more than 130 years, we have aimed to keep people well at every age and every stage of life. Today, Johnson & Johnson is committed to using its reach and size for good. We are committed to going beyond our immediate business interests by contributing to advancing health and well-being in the communities in which we live and work. We do this through the following activities:

Focusing our contributions in areas where we can have the most significant impact

We believe that a targeted approach to corporate giving enables us to focus our resources to support identified needs in the most effective way. As healthcare and improving the trajectory of health are closest to our hearts, our efforts focus on three strategic platforms: our Center for Health Worker Innovation, our Talent for Good Program to engage employees with Company purposes and our Response to People in Crisis. Typically, we target to enhance our short-, medium- and long-term impact beyond our core business activities in the areas of:

- Advancing women's and children's health
- Strengthening the healthcare workforce
- Promoting access to essential surgery
- Accelerating innovative solutions to address global disease challenges
- Providing disaster relief and building resilient health systems

Working both globally and locally

Our approach addresses broad health challenges that require a consistent global strategy while also considering specific local needs. Through our local operating units in more than 60 countries, we are well placed to engage at the local level and seek to provide specific support where it is needed.

Engaging in a broad range of activity

Within the Johnson & Johnson network, several entities and groups contribute to enhancing our community impact through planning, implementation of programs and provision of funds both at global and local levels. These include the following:

- **Our Global Community Impact (GCI) Group** supports and champions the people on the front lines who are at the heart of delivering care. In 2019, [GCI](#) established the [Johnson & Johnson Center for Health Worker Innovation](#) to catalyze efforts to respond to the human resource crisis in global health and build a thriving health workforce. Leveraging a people-first model, the Center focuses on equipping nurses, midwives and community health workers across the globe with the skills, resources and support they need to improve quality of care and strengthen primary and community-based health systems.
- [The Johnson & Johnson Foundation](#), an independent, nonprofit organization to advance health for humanity, funds global and in-country programs executed by the GCI team that support frontline health workers and make quality healthcare accessible for everyone, no matter where they live. One of the Foundation's initiatives is Johnson & Johnson Impact Ventures, an innovative finance vehicle designed to address the existing gap in health-focused impact investing by funding social enterprises that support frontline health workers. The Foundation operates regionally as Johnson & Johnson

Foundation U.S. and Johnson & Johnson Foundation Scotland. Annual reports posted on the Johnson & Johnson Foundation website reflect progress toward the stated strategic goals and objectives.

- **Various corporate functional divisions and operating companies** across our three business segments around the world engage with and provide funding to different initiatives.
- **Employees from our global operations volunteer and engage in fundraising** for local causes. For example, our [CARINGCROWD](#) platform is a crowdfunding initiative for employees and others to donate funds to support global public health. Johnson & Johnson matches a portion of funds pledged.
- **Product donations** via our operating companies around the world support patients in need, and are delivered through patient assistance partners.

Supporting employee volunteerism

- **Providing opportunities for employees to use their talent for good:** We believe that the skills, expertise and ingenuity of our employees are the key to our effectiveness in advancing the trajectory of health. To unleash the potential and impact of our people, we provide a range of opportunities for employees to help our community-based partners address critical capacity-building needs. For example, our Global Pro Bono program offers employees the opportunity to take up to four weeks of paid time to support NGOs in the United States and Latin America. The Johnson & Johnson Secondment Program offers employees the opportunity to share their skills, experiences and talents with NGO partner organizations across 25 countries in the Europe, Middle East and Africa region serving in paid, long-term assignments (up to six months). All secondees receive one-on-one coaching from Johnson & Johnson retirees and mentoring guidance from program alumni before, during and after their Secondment.
- **Maintaining a range of volunteer-friendly policies:** We maintain a range of policies and offerings around the globe that encourage volunteerism. For example, eligible individuals in the United States are supported by Volunteer Leave Policies:
 - The Volunteer Leave Policy allows employees up to 16 hours of paid leave time to volunteer; and
 - The Extended Volunteer Leave Policy provides employees with the opportunity to work on skills-based volunteer projects, and supports a leave for up to 80 hours (maximum of 40 hours paid and 40 hours unpaid leave).
 - Outside the United States, operating companies around the world adopt varying local policies in line with local needs and norms.
- **Supporting our employee first responders:** We support our employees who volunteer to assist when disaster strikes. Our First Responder Time-Off Policy allows employees who serve as Emergency Volunteer Workers to take up to 40 hours a year of paid time off if an emergency summons requires the employee to be late or absent from work. (The policy currently applies to employees in the United States.)

Collaborating in partnership with like-minded organizations

- **Engaging in partnerships:** In all our corporate giving efforts, whatever form they take, we aim to work in partnership. A key part of our approach is the selection of global and local partners who share

our passion for improving healthcare and collaborative mindset. Such partnerships are often strategic, multi-year and multi-faceted: where appropriate, our goal is to engage via a range of channels working in concert, including financial support, technology, knowledge-sharing and employee time and effort.

- **Working with eligible organizations:** All our corporate giving is provided to eligible nonprofit institutions and organizations that supply the necessary proof of legal standing and good governance. We do not make donations to individuals, physicians, healthcare professionals or party-political individuals or organizations. We do not accept unsolicited proposals.
- **Assessing impact:** It is important to us to know that our corporate giving is delivering the social and healthcare benefits that we intend. For this reason, we ask our key partners to report on the way our donated resources are used. In certain cases, we may request or conduct impact assessments to gain a deeper understanding of social outcomes and ongoing needs. We also set goals and measure progress toward them on an annual basis via an external assurance process which we report as part of the Health for Humanity Report (<https://healthforhumanityreport.jnj.com/>).

Independent program and Foundation support

In the United States, we also support independent initiatives by donating medicines and funding. For example:

- **The Johnson & Johnson Patient Assistance Foundation, Inc.** (JJPAF) is an independent, nonprofit organization that is committed to helping eligible patients without insurance coverage receive prescription products donated by Johnson & Johnson operating companies. More information about the JJPAF is available at www.jjpaf.org.

Application

This position is relevant for the Johnson & Johnson Family of Companies, as detailed in our [governance materials](#). We provide updates relating to community impact in our annual [Health for Humanity Report](#).

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