

## Advance Our Culture of Inclusion & Innovation

Raised visibility and education about diverse abilities with **three global tentpole events**:

**1 World Autism Awareness Day** featured educational activities aimed at increasing understanding and acceptance of autistic individuals

**30** Countries  
**1,200+** Employees

**2 World Mental Health Day** recognized that managing our mental health and well-being is crucial and raised awareness of the various mental health issues affecting those around us

**13,000 employees**  
Guinness World Record for the largest guided meditation

**3 International Day of Persons with Disabilities** was celebrated with multiple virtual events focused on advancing inclusion for those with diverse abilities

Included discussion with world-famous YouTubers and interabled couple Shane and Hannah Burcaw

**UK chapter**  
500 people attended Lunch & Learns

**Japan chapter**  
Hosted event highlighting Paralympic athletes



Vision

Transforming the world to enable our best every day



Mission

Leading the way by actively shaping culture for people with diverse abilities as well as for their caregivers and advocates

### Partnered with Global Health Services

**Monthly speaker series** focused on creating an inclusive culture where employees can share lived experiences

Co-sponsored by HOLA ERG  
**1,500+** Attendees

**Hosted 40 live health and well-being webinars** in 12 languages

### Continued to drive diverse-ability inclusion globally through local offices and ADA ERG chapters

- + **South Africa:** "I Am Able" campaign
- + **Brazil:** "Including Me" initiative that provides compatible headsets to employees who utilize hearing aids (program set to expand globally)
- + **Japan:** Braille Neue, "Braille for everyone" in the head office
- + **Russia:** Diverse-ability networking breakfast with representatives of other multinational and local companies



## Enhance Business Performance & Reputation

**Collaborated on the development of more accessible-friendly packaging** with Johnson's® Baby and Listerine® brands

**Championed diverse abilities in local communities** by working with local operating company leaders in EMEA to engage with community organizations such as Special Olympics

**Gathered feedback on Janssen's products and services** by piloting a global, cross-sector process for brand teams to engage with caregivers and individuals with diverse abilities

## Build a Diverse Workforce for the Future

### Partnered with the J&J DEI Talent Acquisition team

- + **Established recruitment presence** with ADA ERG-identified strategic sourcing partners
- + **Hired 10 people with diverse abilities** in Russia

### Established partnership with Best Buddies

Best Buddies is the world's largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with intellectual and developmental disabilities

### Implemented Autism@Work programs

- Partnered with organizations to provide training and support for managers and colleagues of autistic employees and to raise awareness about the value autistic people bring to the workforce
- + **Implemented in Brazil** with 9 hires
  - + **Launching in Ireland & Switzerland**

**Ireland chapter**  
Raised over €40,000

**Movember**  
Campaign

**Supported depression awareness and men's mental health**

**Became founding member of The Valuable 500**  
Group of 500 CEOs committing to put diverse abilities on the business leadership agenda

Under the leadership of **Jennifer Taubert** and with the support of CEO **Alex Gorsky**



### Participated in DiverseAbility

Contingent labor hiring program, dedicated to attracting talent with disabilities, autism and neuro-diversities into J&J's contingent community, strengthened our holistic workforce

Currently expanding program to **EMEA**

### Established sponsorship of Lime Connect

World's largest network of high-potential university students and professionals—including veterans—who have visible and non-visible disabilities

- + **Participated in a symposium** with their top 25 identified talent
- + **Identified ADA ERG members** to participate in 4 annual conferences, acting as talent scouts for J&J



Global ERG

3,500+ members  
70+ chapters  
40+ countries

## Looking Ahead



**Strategy**  
Support finalization and deployment of Office of DEI global strategy for diverse abilities



**Visibility**  
Advance diverse abilities to be on equal footing in DEI with gender, race/ethnicity and the LGBTQ+ communities



**Talent**  
Identify, assess and engage potential partners to recruit talent with diverse abilities, including securing senior leader sponsorship, to help execute and scale



**Collaboration**  
Identify specific opportunities for collaboration between ADA, J&J businesses and other ERGs



**Community**  
Enhance community impact by identifying and cultivating external strategic partnerships



**Engagement**  
Develop a global marketplace engagement strategy for ADA beginning in Europe, to expand and pilot in targeted global locations in 2022